

Quality Training Quality Play 2006 – 2011

**The UK Strategy for Playwork Education
Training and Qualifications**

The Scottish Implementation Plan

SkillsActive



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EXECUTIVE SUMMARY

The Scottish Playwork Education, Training and Qualifications Implementation Plan has been developed from the SkillsActive UK Strategy for Playwork Education, Training and Qualifications 2006-2011. The Scottish Plan mirrors the UK Strategy. It is based on five key Themes of work, each with identified Aims and specific Actions. However, the Scottish Implementation Plan expands on the UK vision and considers how it can be implemented over the next five years within the Scottish childcare and playwork context.

This Implementation Plan sets out to develop playwork education, training and skills in order to improve the quality and range of play opportunities for children and young people in Scotland. It provides a clear way forward and a strategic approach to playwork education and training to achieve greater recognition, respect and investment in the playwork profession in the future.

The five Themes, Aims and Actions are summarised below:-

1. Professional Status

Aim: -

Widespread recognition of the professional status of playwork and the value of playwork within the children's workforce

Actions:-

- (a) Development of Coherent Career Pathways
- (b) Pay and Conditions
- (c) A Professional Workforce
- (d) Recognition and Status

2. Education, Training and Qualifications

Aims:-

A workforce with appropriate professional skills and competence to support children's play
A fully developed and confident playworker sector

Actions:-

- (a) A Sector Qualifications Strategy
- (b) Assuring Quality

3. Support for the Sector

Aims:-

Collaboration and cross sector working across all agencies within the children's workforce.

A well resourced national and regional infrastructure for the playwork sector to support education and training

Actions:-

- (a) Infrastructure Development
- (b) Funding

4. Cross Sector Working

Aims:-

A fully developed and confident playwork sector

Collaboration and cross sector working across all agencies within the children's workforce

Actions:-

- (a) Childcare and Children's Workforce Strategies
- (b) Relationship Building and Cross Sector Working
- (c) Making the Case for Play Across Sectors

5. The UK Approach

Aim:-

A well resourced national and regional infrastructure for the playwork sector to support education and training developments across the UK

Actions:-

- (a) Collaboration with partners
- (b) Sharing and Promoting Good Practice

The Strategy is a ten year vision with a five year plan for the development of playwork education, training and skills and aims to improve the quality and range of play opportunities for children and young people in Scotland. With this strategy SkillsActive is setting out to establish strong links with playwork employers to transform education, training and qualification opportunities that will meet the anticipated and changing needs of the sector over the next ten years.

SECTION 1 – SETTING THE SCENE

Introduction

SkillsActive is the Sector Skills Council for Active Leisure and Learning and is the lead agency in the UK for the development of the education, training and skills of playworkers. Playwork is the profession that facilitates children's play outside school time and covers the age range 4-16 years. SkillsActive, as an employer-led organisation, works within organisations and services across the UK to ensure qualification and training frameworks are in place, and to improve the quality of delivery of play services to children in their free, out of school time.

In Scotland SkillsActive has established a strong Playwork Sector Group, now called the SkillsActive (Scotland) Playwork Education and Training Council (PETC) Scotland, with representatives from the voluntary, public and private sectors, training organisations, colleges and national bodies. It is proactive in finding ways to raise the status of playwork, and keep everyone up-to-date with developments. For the past five years SkillsActive (Scotland) has undertaken programmes of work sponsored by the Scottish Executive Education Department, the emphasis of these being on professional development in the broad context of childcare.

Currently there is not a Scottish strategy specifically for play and playwork and policy relating to children is led by an integrated services approach. However, this plan does take account of the findings of SkillsActive's Sector Skills Agreement and also two significant areas of policy; namely the publication of the 'National Review of the Early Years and Childcare Workforce' (2006) and the impact of the Scottish Social Services' Council (SSSC) registration agenda on the Playwork workforce.

Linkages to National Policy in Scotland

1.1 'National Review of the Early Years and Childcare Workforce' (2006)

The Scottish Executive has now developed a workforce strategy for the early years and childcare workforce. It has worked with a range of stakeholders, including Sector Skills Councils, regulatory authorities, and local authorities to address the issues facing the early years and wider children's services workforce. SkillsActive (Scotland) has been part of this process.

This Scottish Implementation Plan complements some of the themes outlined in this strategy. The areas of overlap are summarised below:

- The Review proposes to establish a Roles and Responsibilities Framework to encompass the diverse roles within the early years and childcare workforce, and to develop coherent career pathways. This

Implementation Plan will seek to improve the mobility of playworkers between sectors, by securing different career routes for those entering the profession and developing flexible career pathways. Skills Active will work closely with the SSSC to ensure that the ethos of Playwork is part of this Framework.

- The Review proposes to develop one qualifications framework for the whole Early Years and childcare sector with entry and exit points at every level. The Scottish Implementation Plan outlines the need for an integrated Qualifications Strategy to ease access to playwork training, to support CPD opportunities and to develop access to Further and Higher Education courses. This will enable the Playwork sector to move towards becoming a degree-led profession.
- The Review highlights the need to recruit and retain staff in the Early Years and Childcare sector. The Implementation plan complements this aim, by seeking to professionalise the Playwork Workforce in Scotland, by improving the profile of Playwork as a career, and achieving greater recognition of the value of training and qualifications in the Playwork sector. The plan also outlines the need to actively promote Playwork as a career to under-represented groups, such as ethnic minorities and men, in order to reflect the diversity of the Scottish workforce.
- The Review highlights the need for consistent and integrated workforce planning. This Implementation plan advocates close cross sector working with all agencies within the children's workforce to ensure that the interests of the Playwork sector are represented in local workforce planning strategies.

The implementation of the Review will affect Early Years Workers first of all, and then extend to Playworkers thereafter. Skills Active (Scotland) and the PETC group will continue to engage with the implementation of this Review.

1.2 Scottish Social Services Council (SSSC) Registration Agenda

The Scottish Social Services Council opened the Register for Social Services Workers on 1 April 2003. Early Years and Childcare workers are included in Phase 2 of the Registration Agenda. All 'Lead Practitioners/managers' within Playwork settings will begin Phase Two in October 2006, 'Practitioners' will register in March 2007 and 'Support Workers' in October 2007.

The qualifications criteria for Phase Two registrants are outlined in the SSSC booklet entitled: 'Qualifications criteria for phase two registrants – early years and childcare workers' (2005).

The Implementation Plan links to this agenda under the theme of 'Education, Training and Qualifications', by seeking to ensure that the Playwork workforce has the appropriate professional skills and competence to support children's play and to establish a sector qualifications strategy. The plan also considers the mode of delivery of education and training, to ensure that it is flexible and accessible.

The SSSC require Playworkers to contribute Continuing Professional Development (CPD) hours as part of the Registration Agenda. The Implementation Plan will ensure that Playwork CPD opportunities are recognised on the Scottish Credit and Qualifications Framework, and meet the requirements of the SSSC.

Linkages to other policy agendas

Playwork can also make a significant contribution to social policy and political agendas. Within these agendas there is also scope for collaboration with other services and professional. For example:

- Health agendas particularly around emotional well-being, exercise, preventing obesity and health promotion generally
- Social policies around safer communities, reducing crime and social inclusion
- Strengthening community and civic cohesion through shared involvement in play, leisure and recreation that sustain community-based skills
- The significance and roles and responsibilities of Children's Ministers and Children's Commissioners across the 4 Nations
- Playwork enriching the school curriculum
- The development of a common core of knowledge and skills
- Childcare and workforce strategies

The key role organisations like the Scottish Out of School Care Network, IPA (Scotland) and Play Scotland have made to children's play in Scotland cannot be underestimated. Over the last few years they have played a pivotal role in increasing awareness and understanding of the critical importance of play in children's lives. They are committed to supporting the development of services to meet the needs of children, parents and local communities.

SECTION – 2: THE SCOTTISH IMPLEMENTATION PLAN – DEFINING PRIORITIES, ACTIONS AND INDICATORS OF PROGRESS

The Scottish Implementation Plan has been developed from the SkillsActive UK Strategy for Playwork Education, Training and Qualifications. The Scottish Plan mirrors the UK Strategy. It is based on five key Themes of work, each with identified Aims and specific Actions. However, the Scottish Implementation Plan expands on the UK vision and considers how it can be implemented over the next five years within the Scottish childcare and playwork context.

This section looks at each Theme, its Aim and Actions and identifies how progress will be measured.

Key Partners

The key partners that SkillsActive will be looking to engage with and involve in the implementation of the Plan are employers and employer organisations, the Scottish Executive; the Scottish Social Services Council; other Sector Skills Councils; the SQA; other Awarding Bodies; Play Scotland; the SOSCN; the Care Commission; Children in Scotland, the IPA; training providers; Careers Scotland; HE and FE institutions; negotiating bodies and Trade Unions; CoSLA; local authorities; Childcare Partnerships; the Children’s Commissioner; Scottish Enterprise; Highlands and Islands Enterprise; funding bodies. Appendix B contains the full list of names.

For some of the identified tasks various key partner organisations will be the lead bodies in achieving the desired outcome.

THEME 1 - PROFESSIONAL STATUS

AIM:

Widespread recognition of the professional status of playwork and the value of playwork within the children's workforce

ACTION	AIMS	INDICATORS OF PROGRESS	KEY TASKS	LEAD RESPONSIBILITY	TIMESCALES
Development of Coherent Career Pathways	To develop and clarify pathways in playwork and allied professions	An increase in the number of trained and qualified Playworkers, trainers and assessors through the development of a career pathways framework	SkillsActive through PETC Scotland and its networks will work with all key partners to identify clear career pathways for Playworkers as part of an overall career pathways framework and within the overall strategy for the integration of children's services	SkillsActive	Mar-08
		Communication materials developed and distributed	SkillsActive through PETC Scotland and its networks will develop targeted publicity material for Playwork employers, government funders, schools, Careers Scotland, promoting playwork as a profession (as part of 'Determined to Succeed' Initiative)	PETC Scotland	Sep-07
	To communicate the distinctive contribution of play and playwork professionals to other professionals within the children's workforce	The recognition of playwork as a distinct profession with a strong value base having parity of pay and conditions and career progression routes	Through PETC Scotland to engage with local authorities and childcare partnerships to include Playwork in local workforce strategies and planning, working towards integrated children's services	PETC Scotland	By Sep 2011

	To develop sufficient comparability to recognise the commonality between different professions working with children and young people	Employment opportunities established across sectors	Research and review areas of commonality between Playwork and similar professions (e.g. Early Years, Youth Services) in relation to job descriptions and skill sets. This would then be linked into the career pathways framework.	PETC Scotland	Mar-08
	To develop recruitment strategies to support recruitment and retention of Playworkers	Employment opportunities established across sectors	SkillsActive and PETC Scotland will work closely with all key partners to promote positive messages about playwork in the children's workforce, through their communication channels	PETC Scotland Skills Active	By Sep-2011
			To identify and disseminate best practice in the sector in relation to recruitment and retention of Playworkers, through bi-monthly newsletters, website and using communication channels of key partners	PETC Scotland Skills Active	By Sep-2011
Pay and Conditions	Cross sector comparability in pay and conditions for all those working with children and young people	Working with employer organisations, negotiating bodies and trade unions to establish national terms and conditions to communicate to the sector	SkillsActive through PETC Scotland will explore with all key partners (particularly Trade Unions and local authorities) the scope for establishing a framework for and optimum levels for pay and conditions across the playwork workforce	STUC and Trade Unions	Dec-07
		Mapping pay, conditions, job responsibilities, qualifications and compare with similar occupations	Liaise with CoSLA, Scottish Enterprise, SSSC, UNISON, STUC to identify current levels of pay and conditions across the childcare workforce and benchmark	STUC and Trade Unions	Dec-07

			this against the playwork sector		
			Liaise with CoSLA, SSSC, Skills for Care and Development and other key partners to identify current qualifications available across the childcare workforce and compare with playwork qualifications	SkillsActive	Dec-07
			SkillsActive through PETC Scotland will seek to influence government and partners to create a strategy that addresses inequalities in pay and conditions	PETC Scotland	Mar-08
	The introduction of levels of pay linked to qualifications and job responsibility	Working with employer organisations, negotiating bodies and trade unions to increase the number of Playworkers on nationally agreed terms and conditions	If nationally recognised terms and conditions can be agreed, SkillsActive through PETC Scotland will encourage the adoption of the recognised pay scales and terms and conditions	STUC and Trade Unions	Mar-09
A Professional Workforce	Setting minimum standards for quality training and qualifications in the sector	Where appropriate to promote registration with the SSSC	SkillsActive Scotland will continue to work constructively with the SSSC and others to influence the SSSC's registration training and qualifications requirements in light of the 'National Workforce Review'	SkillsActive	By Sep-2011
		Where appropriate to promote registration requirements in non-registrable settings	SkillsActive Scotland will continue to promote the SSSC's registration and qualifications requirements in non-registrable settings	SkillsActive	By Sep-2011

	To move towards a qualified and where appropriate registered workforce	Joint work with key agencies and employers, to identify, promote and develop a range of training for CPD to support the SSSC registration categories	SkillsActive Scotland and PETC Scotland to use its networks and forums to promote the SSSC's registration and qualification requirements, through bi-monthly newsletters, website updates, employer meetings and relevant conferences and events.	PETC Scotland	By Sep-2011
			SkillsActive and PETC Scotland will liaise with the SSSC to ensure that relevant playwork training is recognised as eligible for CPD, and work to improve recognition of training programmes on the Scottish Credit and Qualifications Framework	PETC Scotland	Mar-08
	To support the development of a workforce that reflects the ethnic communities and diversity within Scottish society	Greater representation of men and ethnic minorities within the workforce	Promote playwork as a career to men and ethnic minority groups who are under-represented in the sector through 'Determined to Succeed', SkillsActive marketing material and links to other key agencies such as Careers Scotland, Scottish Enterprise and Highlands and Islands Enterprise.	SkillsActive	By 2011
Recognition and Status	Improve the profile of playwork as a career	Joint work with agencies engaged in advertising careers and training	SkillsActive will continue to promote playwork as a positive, viable and professional career in its promotional material (including newsletters, website updates, 'Determined to Succeed'	SkillsActive	By Sep-2011

			materials for schools, Head Office publications)		
		Improved profile of playwork as a career	Through PETC Scotland influence the content of careers guidance material relating to careers and training in Playwork, by liaising with Careers Scotland, JobCentre Plus, Scotland's colleges. Timescales for publications to be established and PETC Scotland to have an impact on the content of careers guidance material on an ongoing basis.	PETC Scotland	Mar-08
	Work with the Scottish Parliament/Scottish Executive to increase public recognition of playwork	Timely responses to Scottish Executive policy and consultations	SkillsActive through PETC Scotland will continue to respond to key consultation documents, particularly the 'National Review of the Early Years and Childcare Workforce' and related policy	PETC Scotland	By Sep-2011 (Dec-07 for National Review)
	Achieve greater acknowledgement of the value of play in children's lives	Increased awareness of the value of playwork in integrated children's services	SkillsActive will continue to support the promotion of public play and playwork events (such as the 2006 joint SQA/Play Scotland conference) by its partner organisations, and promote this through newsletters/case studies.	SkillsActive	By Sep-2011

	To embed playwork education and training in children and young people workforce strategies	Promoting the Playwork Principles and the values of playwork across professional boundaries	Actively engage with local authorities and childcare partnerships to ensure that playwork is included in local workforce strategies for integrated children's services. All Childcare Partnerships/local authorities to be contacted to establish their planning timescales and further contact to establish how to link playwork into workforce planning.	PETC Scotland	Oct-07
		The inclusion of playwork in the national children's workforce strategy and subsequent guidance	SkillsActive through PETC Scotland to represent the interests of the playwork sector through work groups set up as part of the Implementation of the 'Workforce Review'. Further meetings with the Scottish Executive to influence national strategy and guidance	PETC Scotland	By Sep-2011
	To achieve greater recognition of the value of training and qualifications in the playwork sector	Improved take up of playwork qualifications by 20% and increased support for CPD and training by employers	Develop database of contacts using playwork qualifications in Scotland and work with key playwork sector organisations to promote training and qualifications to their staff. Use existing marketing material, SSSC registration information and Playwork newsletters to improve uptake of qualifications and CPD opportunities.	PETC Scotland and SkillsActive	by Sep-2011

THEME 2 - EDUCATION, TRAINING AND QUALIFICATIONS

AIMS:

A workforce with appropriate professional skills and competence to support children's play

A fully developed and confident playwork sector

ACTION	AIMS	INDICATORS OF PROGRESS	KEY TASKS	LEAD RESPONSIBILITY	TIMESCALES
A Sector Qualification Strategy	To improve the ease of access to playwork education and training	The development and support of e-learning and other alternative methods of accessing training	Work with training providers and key partners to review current and identify future flexible training delivery options and research funding opportunities to support the development of playwork education and training. Work with key agencies to 'unlock' funding.	PETC Scotland	Oct-07
		Consideration of different methods of accessing playwork practice as part of qualification achievement	Work with SSSC, employers, Scottish Executive, training providers/colleges to explore possibilities to support a variety of routes to education and training for other children's professionals (in context of 'National Workforce Review')	SkillsActive	By Sep 2011
		Greater access from rural learners, volunteers, disabled people, men and those from ethnic minorities	Represent the interests of PETC Scotland on the SSSC's Early Years Forum's working group to develop an integrated qualifications framework with entry and exit points at all levels and for other professionals working with children and young people.	SkillsActive	Oct-07

			Raise awareness of playwork qualifications through publications from key agencies (such as Careers Scotland, Scottish Enterprise, Highlands and Islands Enterprise, Childcare Partnerships etc). Measure access to training from under represented groups through information provided by training providers, and Scotland's colleges regarding qualifications uptake.	PETC Scotland	By Sep 2011
		Greater access to progressive stages of SVQs, VQs and assessed training courses	Within PETC Scotland and other relevant networks investigate new roles for Playworkers (e.g. Adventure Play Participation Workers, Play Rangers), and contribute to the drafting of proposals and new guidance on training and qualifications	PETC Scotland	Mar-08
	Recognising and formalising the skills and experience of unqualified staff/volunteers				
	Secure different practice routes for young people entering the profession				
	To increase the volume of playwork education qualifications and training to meet demand	Greater uptake of Higher Education and degree courses	Establish links with employers, key partners and funders to develop new HE provision towards a degree-led profession and to contribute to the HE and employer networks. Involvement on Early Years	PETC Scotland	By Sep 2011

	To develop access to Higher Education and degree courses	Increased number, spread and sustainability of local degree courses in place	Forum to ensure that ethos of Playwork is included in degree level qualifications for managers.		
		Working with other key partners to support the development of the Scottish Credit and Qualifications Framework as part of a coherent route to qualifications in Scotland	Through PETC Scotland to develop stronger links with Scotland's colleges and seek to improve the development of Playwork within the FE environment through regular meetings and information sharing.	PETC Scotland	By Sep 2011
	To embed CPD opportunities	Achieving Playwork CPD opportunities on the Scottish Credit and Qualifications Framework (SCQF)	Through PETC Scotland to work with SQA, the SSSC, Playwork employers, training providers and Scotland's colleges to review current CPD programmes and place these on the Scottish Credit and Qualifications Framework where possible	PETC Scotland	By Sep 2011
	To promote stronger and more consistent leadership and management	Encourage the uptake of Business and Management skills training	Through PETC Scotland to work with key partners to ensure that Management and Leadership is included in any new qualifications for managers in Playwork settings.	PETC Scotland	Dec-07
	To secure different practice routes and qualifications for young people entering the profession	Increase the number of qualified play and early years workers and improve the mobility of workers between sectors	Through PETC Scotland work with key partners to identify how best to introduce young people to playwork training in schools. Develop marketing materials for school pupils through the 'Determined to Succeed' agenda, and seek funding for a new 'Making Choices' or equivalent tool to raise the profile of the sector.	PETC Scotland	Dec-07

			Liaise with other Sector Skills Councils to review career progression opportunities across boundaries for Playworkers. Ensure that any new qualifications frameworks with 'transitional' or 'common core' elements are relevant to Playworkers and facilitate mobility of workers between sectors.	SkillsActive	Dec-07
	Ensure the updating of the National Occupational Standards	The National Occupational Standards are fit for purpose and meet the requirements of the SSSC for registration purposes	Work with the Scottish Executive, SQA, employers, SSSC and training providers to review the National Occupational Standards, through meetings and establishment of 2 way communication channels. Development of a core of skills and knowledge to support the integration of services across professional groups.	SkillsActive	Dec-07
	To provide a clearer picture of progression routes both up and across the children's workforce	Clearer career pathways, within the context of the new qualifications framework outlined in the 'National Workforce Review of the Early Years and Childcare Workforce'	Represent the interests of Scottish Playworkers on the Playwork National Occupational Standards Committee, so that updated National Occupational Standards reflect their requirements within the context of the integrated services agenda.	SkillsActive	By Sep 2011

			Contribute to the development of appropriate Occupational Standards to match new and/or specialist roles, and making reference to NOS in other related fields as appropriate (e.g. Youth Services, Early Years)	SkillsActive	By Sep 2011
Assuring Quality	To work with regional/unitary authorities within the 4 Nations on compatible quality assurance systems for qualifications, training and staff performance	Quality Assurance systems which adequately rate the quality of playwork qualifications, training and staff performance	For PETC Scotland to work with key partners to ensure that current/future training provision in Playwork meets Quality Assurance Standards in Scotland.	SQA and PETC Scotland	By Sep 2011
			To benchmark existing QA models in Scotland with other QA systems within the 4 Nations, and to develop and deliver Quality Assurance systems for Playwork training and qualifications where current systems are not adequate.	SQA and PETC Scotland	By Sep 2011
	To work with Awarding Bodies and the Regulatory Authorities to improve quality of assessment and standardisation	CPD training provided for assessors as the National Occupational Standards are updated	For SkillsActive to ensure that there is Scottish representation on the Playwork Awarding Bodies Forum and Playwork Endorsement Committee	PETC Scotland	Oct-07
			For PETC Scotland to identify ways in which the SkillsActive quality assurance system can be developed to improve the quality of assessment and standardisation in Scotland	PETC Scotland	By Sep 2011

			For SkillsActive to support training providers in Scotland through the SkillsActive (Quanta) QA process, through consultation events and regular stakeholder meetings	SkillsActive	By Sep 2011
	To work with Awarding Bodies to secure increased numbers of assessors and trainers	An increase in the number of qualified and practising playwork trainers and assessors	Set up a series of meetings with key partners to identify the levels of funding needed to increase the number of practising playwork, trainers and assessors, and to identify sources of potential funding (e.g. Big Lottery, Childcare Partnerships, Scottish Executive). Identify how best to share resources across the sector	PETC Scotland	Oct-07
			Develop targeted funding bids designed to increase the numbers of playwork assessors and trainers, and implement key objectives outlined in these bids if successful	PETC Scotland	By Sep 2011

THEME 3 - SUPPORT FOR THE SECTOR

AIMS:

Collaboration and cross sector working across all agencies within the children's workforce

A well resourced national and regional infrastructure for the playwork sector to support education and training

ACTION	AIMS	INDICATORS OF PROGRESS	KEY TASKS	LEAD RESPONSIBILITY	TIMESCALES
Infrastructure Development	To develop a Scottish Centre for Playwork	Establishment of a Scottish Centre for Playwork	Identify role and remit of a Scottish Centre for Playwork and identify cost implications.	PETC Scotland	Oct-07
			Draft plan for establishing the centre, with aims and timescales.	PETC Scotland	Mar-08
			Implement plan by securing funding and establishing the centre	PETC Scotland	By Sep 2011
	To continue to develop the Skills Active (Scotland) PETC group	PETC Scotland group established as main reference point for the sector	Quarterly meetings of PETC Scotland to act as a reference point for the sector and address key skills issues facing Playwork in Scotland	PETC Scotland	By Sep 2011
	To work with other organisations in Playwork and others within the children's workforce to develop effective networks and infrastructure	Maintain support and build on existing networks	For PETC Scotland to monitor and review this Implementation Plan on a six monthly basis with key members of the Playwork sector.	PETC Scotland	By Sep 2011

	To ensure that support networks for employers, trainers and assessors are maintained	Effective networks maintained for employers, trainers and assessors	Through PETC Scotland to identify levels of support required by employers, trainers and assessors and ensure that support networks for these groups are in place and working effectively.	PETC Scotland	By Sep2011
	To develop a Communications Strategy	Communications strategy agreed and established by all key partners	That PETC Scotland is involved in producing an all-Scotland Communications Strategy for play and playwork 2006-2011.	PETC Scotland	Apr-07
			That PETC and its partner bodies consider the development and distribution of a 'Playwork Training and Education' Bulletin, providing information, advice and guidance. This would be within the context of the overall Communications Strategy	PETC Scotland	Oct-07
Funding	To secure funding for the training of Playworkers to meet sector demands	Improved funding arrangements for key pieces of work to support the delivery of playwork training in Scotland	Identify available funding in Scotland for the delivery of playwork training. Identify timescales and restrictions on available funding.	PETC Scotland	Oct-07
			Identify the scope of any project to improve training of Playworkers, and prepare and submit funding bids as appropriate.	PETC Scotland	By Sep-2011
	To secure funding to develop a Scottish Playwork Centre	The establishment of sufficient funding to support a Scottish Centre for Playwork	Through PETC Scotland to identify potential sources of funding (e.g. Big Lottery) and secure funding to support establishment of a	PETC Scotland	By Sep 2011

			Scottish Centre for Playwork		
	To work with funding bodies to consider ways to publicly fund recognised sector qualifications in key areas of vocational training	Improved funding of vocationally based playwork qualifications	Identify most effective ways to unlock funding to support vocational qualifications in playwork	PETC Scotland	Oct-07
			Through PETC Scotland and other forums for the sector consider different incentives that might support take up of vocational training.	PETC Scotland	By Sep 2011

THEME 4 - CROSS SECTOR WORKING

AIMS:

A fully developed and confident playwork sector

Collaboration and cross sector working across all agencies within the children's workforce

ACTION	AIMS	INDICATORS OF PROGRESS	KEY TASKS	LEAD RESPONSIBILITY	TIMESCALES
Childcare and Children's Workforce Strategies	To have continued involvement in the Scottish Childcare strategies	PETC Scotland liaising with other UK PETCs to consider coherence across 4 Nations	For PETC Scotland to continue to engage with local authorities and childcare partnerships, so that playwork is included in all local workforce strategies working towards integration across Scotland.	PETC Scotland	By Sep 2011
			To link into the work of other PETCs through PETC UK	PETC Scotland	By Sep-2011
	The development of a children's workforce strategy	An active role in the Implementation of the 'National Review of the Early Years and Childcare Workforce', including the refining of the 'Scottish Roles and Responsibilities Framework' and the single qualifications framework	For PETC Scotland and SkillsActive to be fully involved on promoting the values of Play and Playwork on workgroups tasked with the implementation of the 'National Review of the Early Years and Childcare Workforce' (including representation on the integrated qualifications group)	PETC Scotland	Oct-07

			For PETC Scotland to be engaged with the Scottish Executive and key partners to develop a coherent approach to workforce planning	PETC Scotland	By Sep-2011
Relationship Building and Cross Sector Working	Develop relationship with the Care Commission	Enhanced understanding of the Playwork sector by the Care Commission	Bi-annual meetings with the Care Commission to update on developments of Play and Playwork	SkillsActive	By Sep2011
			Liaise with the Care Commission and key partners to develop a module of training for Care Commission Officers, Head Teachers and others (e.g. as part of an induction process)	PETC Scotland	Oct-08
	Exploring approaches to integrated working with colleagues in other sectors	Provide link to sport, leisure and recreation policy and guidelines	Within SkillsActive explore opportunities for Playwork to link into and/or contribute to sport, leisure and recreation policy and guidelines	SkillsActive	Oct-07
		Opportunities for Playworkers to practice in different settings and vice versa	Work with PETC Scotland and other key partners to enable Playworkers to gain experience of different settings through work placements (and vice versa)	PETC Scotland	By Sep 2011
		The emergence of effective and flexible career pathways and sharing of best practice	Using the various communication networks (e.g. SkillsActive and partners' communication vehicles) that are available to promote the sharing and exchange of	PETC Scotland	By Sep-2011

			good practice		
Making the Case for Play across Sectors	To undertake research to back up positive links and identified benefits of Playwork	Promoting the value of Play and Playwork in strategic forums, networks and communications	Through PETC Scotland and its member organisations to develop research into the benefits of Play and Playwork for children, their families and the wider community	PETC Scotland	By Sep-2011
	Ensuring that Play and Playwork feature in Scottish strategies and structures for integrated services	Inclusion of Play and Playwork in Scottish strategies and structures for integrated services	Through PETC Scotland work with the SSSC, Scottish Executive, Scottish Enterprise, Scotland's colleges, training providers and other key partners to ensure that Play and Playwork is included in local strategies and in the implementation plan for the 'National Review of the Early Years and Childcare Workforce'	PETC Scotland	By Sep-2011
	To make playwork practice and principles accessible for others	Improved accessibility of playwork practice and principles	For PETC Scotland and SkillsActive to raise awareness of playwork practice and principles through a variety of existing and new communications channels (e.g. conferences, forums, press releases, working groups etc).	PETC Scotland and SkillsActive	By Sep 2011

THEME 5 - THE UK APPROACH

AIM:

A well resourced national and regional infrastructure for the playwork sector to support education and training developments across the UK

ACTION	AIMS	INDICATORS OF PROGRESS	KEY TASKS	LEAD RESPONSIBILITY	TIMESCALES
Collaboration with partners	To continue to build relationships between SkillsActive (Scotland) and partner organisations to ensure good working relationships and understanding	Establishment of a strong and effective employers' network through SkillsActive and PETC Scotland	To seek to develop the membership of SkillsActive in Scotland by generating a further 25 memberships amongst Playwork employers	SkillsActive	By Sep-2011
			To identify how to maintain PETC Scotland as a strong employers network and implement findings	SkillsActive	By Sep-2011
			Engage partner organisations in the implementation of this Scottish Implementation Plan and review progress bi-annually	SkillsActive	By Sep-2011
			Work collaboratively with all key partners to identify resources (e.g. financial, training materials, other shared resources) and agree on how best to use these to support the development of playwork education	PETC Scotland	By Sep-2011

			and training		
	To work across governments to strengthen support for Play and Playwork	Engagement with colleagues in the 4 Nations to support and strengthen the child's right to play	Ensure PETC Scotland representation on SkillsActive PETC UK	SkillsActive	Mar-07
Sharing and Promoting Good Practice	To share expertise, learning and development	PETC Scotland continuing to influence strategic policy developments	Ensure that PETC Scotland is representing Scottish issues on PETC UK, and has an input into UK-wide decisions	SkillsActive	Mar-07
			Develop PETC Scotland's role in identifying and developing partnership opportunities across the UK as appropriate	SkillsActive	By Sep-2011
	To continue to develop Play policies and strategies for each country	Play policies for Scotland developed and reported to PETC UK	To monitor the Implementation plan bi-annually and report on its progress to PETC UK	SkillsActive	By Sep-2011

SECTION 3 – ASSESSMENT AND EVALUATION

Risk Assessment

Three main areas of risk have been identified with this strategy and implementation plan. The first is the continued relevance of the strategy itself. The second is the sustained political will to ensure better lives for children and thirdly funding.

Without appropriate qualifications, education and training, there is a danger of playwork becoming redundant and replaced by other professions, with the subsequent loss of essential play opportunities for children. To combat this, the strategy has been written with significant input by the sector. Robust monitoring and evaluation arrangements have been put in place and the implementation plan involves significant sector participation. It is hoped that this will ensure that the actions arising from the strategy remain relevant to the sector.

The development of the Sector Skills Agreement (SSA), which complements and has informed this strategy, similarly provides a rigorous assessment of current and future needs, based on the most comprehensive research yet carried out in the field.

SkillsActive (Scotland) and its partners are committed to the process of engagement with the political process at all levels to ensure that the needs of the sector are represented and that the essential qualities and contributions of playwork are included in any developments arising from political change.

Improvement comes at a cost and the direction outlined in this strategy is no exception. Investment will be needed and without this the full benefits will not be realised. A funding strategy will identify sources of support, will encompass a range of options and plan for contingencies. The resources needed are by no means all financial and while significant input will be required, commitment to the vision of improving the quality and range of play opportunities for children and young people in Scotland is the most important resource.

Evaluation

The SkillsActive (Scotland) Playwork Education and Training Council (PETC) Scotland will take responsibility for the monitoring and evaluation of the implementation plan, reporting to the SkillsActive UK Evaluation Group on an annual basis. External help with evaluation will be taken as necessary.

Research will form an important part of evaluating the impact of the strategy and how indicators are realised. The research programme will be designed to fit with SkillsActive's wider programme of research on workforce development. Research will also be undertaken into the further development of the strategy.

SECTION 4 – MAKING IT HAPPEN

Producing the UK strategy was just the beginning. The crucial next stage is implementing it in Scotland. The gap between the existing workforce capacity and that needed to deliver quality children's services in five years time will be the driver for this plan. Investment in play and playwork will be crucial to making it happen.

Investment by playworkers

Investment will be needed not only in terms of funding for developments such as the support for a Scottish Playwork Education and Training Centre but also investment from playworkers themselves. Playwork is on its way to becoming a professional occupation on a par with teachers, social workers and youth workers. This means that over the next few years playworkers will have to demonstrate a commitment to continuous professional development not only to meet regulatory requirements but to work alongside others in the children's workforce as colleagues move towards a graduate profession.

Investment by other professionals

With the introduction of integrated and extended services there will need to be a greater acknowledgement and understanding by other professionals of children's 'right to play and free time' as outlined in the UN Convention. Children need time to make their own decisions, to space out and relax.

Infrastructure Investment

The work of the SkillsActive (Scotland) PETC Scotland will underpin the delivery of the Scottish plan and will work closely with the SkillsActive Playwork Unit. With the move towards integrated children's services and the impact of this on the workforce, a strong network of support for employers, workers and parents that ensures that the people who are delivering the services are providing quality play experiences for children is essential. Children and parents deserve the best!

APPENDIX A - BACKGROUND TO THE STRATEGY AND IMPLEMENTATION PLAN

This is the first Playwork Education, Training and Qualification Implementation Plan for Scotland. It highlights the ambition to build a professional playwork workforce to ensure that it has the skills, qualification, capacity and leadership it needs.

The Plan is based on 'Quality Training, Quality Play 2006 – 2011' - the UK Strategy for Playwork Education and Training which was launched in June 2006. This document forms part of SkillsActive's Sector Skills Agreement to tackle skills and productivity needs and meet the expectations of the sector.

To do this effectively required a presence in each of the devolved administrations and an understanding of the different approaches following devolution. The development of the Strategy and this Scottish Implementation Plan is a testimony to the commitment of colleagues not just in Scotland but across the UK.

A Design Group was established by the SkillsActive Playwork Unit that included broad representation from the playwork sector of each of the 4 Nations and staff from SkillsActive. At an early stage it was decided that there should be a visionary strategy covering the whole of the UK which would form the basis of the separate Implementation Plans, one for each nation. The Strategy did not seek harmonisation. Its aim was the bringing together of 4 uniquely different nations with playwork sectors that echo the cultural diversity within them at the same time as sharing a common goal – quality play for children.

Work on the UK Strategy began in October 2004. The views of Scottish playworkers and playwork employers and others have been vital for its success. The former SkillsActive (Scotland) Playwork Sector Group (now the PETC Scotland) organised a series of consultation events in Scotland involving key partners such as Playwork Centres Network, Play Scotland, Scottish Out of School Care Network, Scottish Social Services Council, Scottish Qualifications Authority and local authorities from across Scotland. In addition two questionnaires were circulated widely. The results revealed a high level of consensus and the process has been important in developing a shared understanding across the 4 Nations.

Producing both the Strategy and the Scottish Implementation Plan has been an important process. Its implementation recognises and contributes to Scottish Ministers' vision for children and young people in Scotland.

The SkillsActive (Scotland) PETC Scotland has taken responsibility for drawing together this implementation plan and would like to thank all those who took part in the various stages of the process. A list of those concerned is included in Appendix B

APPENDIX B – WITH THANKS TO

Our Stakeholders

Careers Scotland
Childcare Partnerships
Children in Scotland
Children's Commissioner
Convention of Scottish Local Authorities (CoSLA)
Further Education Establishments
Higher Education Institutions
Highlands and Islands Enterprise (HiE)
International Play Association (IPA Scottish Branch)
Local Authorities
Play Centre Network (PCN)
Play Scotland
Sector Skills Alliance Scotland (SSAScot)
Scottish Enterprise
Scottish Executive
Scottish Out of School Care Network (SOSCN)
Scottish Qualifications Authority (SQA)
Skills for Care and Development Sector Skills Council
SkillsActive (Scotland) Playwork Education and Training Council (PETC)
Scotland
Trade Unions
The Scottish Commission for the Regulation of Care (Care Commission)
The Scottish Social Services Council (SSSC)
Training Providers

All those who contributed to producing the Scottish Implementation Plan

Joan Beattie - SkillsActive (Scotland) – Until December 2005
Marguerite Hunter Blair – Development Director Play Scotland
Paul Bonel – Director of SkillsActive Playwork Unit
Amanda Godsell – Broxburn Family and Community Development Centre
(Member of PETC Scotland)
Marion Herriot – Broxburn Family and Community Development Centre (Member
of PETC Scotland)
Beverley Isdale – Falkirk Council (Chair of SkillsActive (Scotland) PETC
Scotland)
Drew Mc Canney - SkillsActive (Scotland) – From January 2006 until August
2006
Phil Ford – Programme Manager (Children and Young People) Scotland,
SkillsActive (Scotland) – From August 2006
Tanny Stobart – SkillsActive Policy Consultant – Until April 2006