

## Workforce Development

Workforce development to meet the Short Breaks transformation agenda is a great challenge. To meet this challenge KIDS Direct Short Breaks has created a suite of e-learning which is mapped against National Minimum Standards for Domiciliary Care, Play and Youth Work. The 40 modules include a diverse range of topics relevant to those involved in working with Disabled children and young people. The modules include: the social model of disability; taking a child-centred approach; safeguarding; managing behaviour that challenges; and life limiting conditions (end of life care, loss and bereavement).

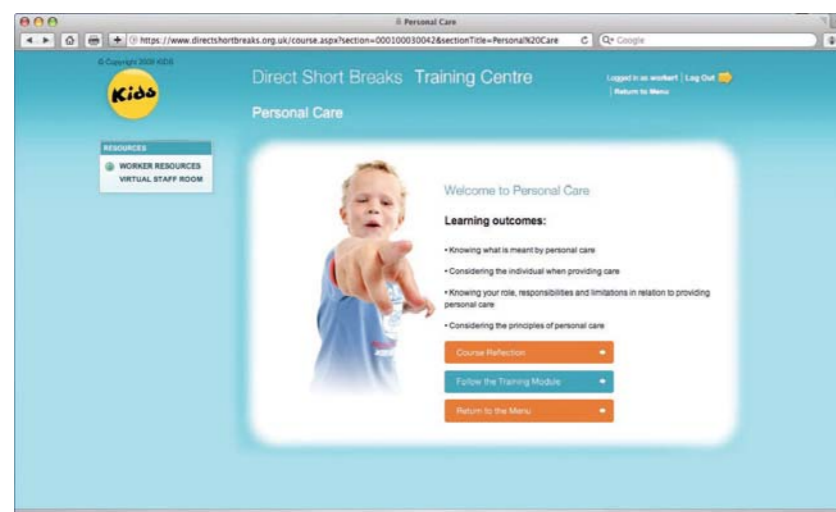
KIDS is also a member of the Children's Workforce Development Council steering group for the development of a national framework for short break workers.

Our suite of e-learning was put together by some of the leading experts in the field of Short Breaks provision for Disabled children and this finished package can be purchased by Local Authorities as a stand alone package.

## Modules currently available:

- KIDS: Our Vision and Values
- Every Child Matters and The Law
- Safeguarding Children
- Understanding Your Role and Responsibilities
- Health and Safety
- First Aid
- Understanding and Managing Risk
- Communicating with Children and Young People
- Developing Relationships with Children and Young People
- Personal Care
- Taking a Person-Centred Approach and Respecting Diversity
- Supporting Relationships Between Children and Young People
- Responding to Accidents, Illness and Emergencies
- Responding To Possible Abuse And Neglect

- Supporting Transition for Short Break Workers
- Keeping Records for Short Break Workers
- Keeping Records for Short Break Supervisors
- Supporting Transition for Short Break Supervisors
- Theories of Child Development
- Managing Challenging Behaviour
- Medication And Medical Care: Children and Young People with Complex Health Needs
- Working with Disabled Young People 14+
- Life Limiting Conditions: End of Life Care, Loss and Bereavement
- Working in a Team
- Interventions in Play
- Making the Most Of Play
- Observing Children and Young People
- Multi-Agency Working for Short Break Workers
- Moving And Handling: Children and Young People who Require Equipment and Adaptations
- Working with Parents and Carers
- Working with Children and Young People with Autism Spectrum Disorder
- Personal Development
- Multi-Agency Working for Short Break Supervisors
- Project Management
- Managing People for Short Break Supervisors
- Participation: Rights and Voices
- PECS
- Makaton
- British Sign Language
- Assistive Technology
- Information Sharing (including an overview of ContactPoint)



## About KIDS

KIDS is a national charity which has been working for nearly 40 years during which time we've pioneered services for Disabled children and young people such as Home Learning (Portage), Parent Partnerships, Adventure Playgrounds and the inclusion of Disabled children in mainstream settings.

## Our work falls into several areas:

### Direct work with Disabled children

This includes Home Learning (Portage) services for very young Disabled children, specialist nurseries and crèches, integrated support within Children's Centres, Short Breaks for Disabled children both community based and residential, playgrounds and play schemes.

### Direct work with Disabled young people

This includes specialist youth groups (including drama), Short Breaks for Disabled young people both community based and residential, transition support and our national Youth Inclusion Network.

### Support for Parents of Disabled children and young people

This includes Parent Partnerships, parent forums, training for parents (e.g. Makaton), Key Working, and our London SEN Mediation Service.

### Support for Siblings of Disabled children and young carers

This includes siblings groups, Young Carers groups and the inclusion of siblings in KIDS playgrounds.

### Training & Guidance for professionals working with Disabled children and young people

This includes our Playwork Inclusion Project, our West Midlands Inclusion Development Service, our Young People's Inclusion Guidance, publications, our National Training Department and our partnerships with bodies such as Play England and National Association of Family Information Services.

### For more information about KIDS Direct Short Breaks:

Web: [www.directshortbreaks.org.uk](http://www.directshortbreaks.org.uk)  
 Telephone: 0845 453 1000  
 Email: [enquiries@directshortbreaks.org.uk](mailto:enquiries@directshortbreaks.org.uk)  
 Registered Charity No. 275936



# KIDS Direct Short Breaks

## Transforming Short Breaks through the power of technology



## Aiming High for Disabled Children & KIDS

The **Aiming High for Disabled Children** programme aims to transform the way that Local Authorities and Primary Care Trusts provide short break services for severely Disabled Children and their families over the next three years.

To support this transformation programme KIDS has developed Direct Short Breaks, a pioneering web based service which responds to the call for improvement in short breaks provision. It aims to put families in control of their care and services. The web based service model offers flexibility to families to manage their home and community based Short Break to fit around family life through a secure online account.

## Progress to date

Development of the web-based service model was funded in November 2007 by Futurebuilders England. KIDS spent much of 2008 consulting with stakeholders to develop the service model and engaged with Pathfinder Local Authorities as they developed their thinking on the implementation of new services. KIDS Direct Short Breaks is

Grant funded by:



Investing in the third sector  
Improving public services

currently working with Pathfinder Local Authorities Sutton and Enfield, and is conducting an impact study of the service model in partnership with Hull Local Authority. The work with Enfield also see KIDS partner with the Family Fund and Wilf Ward Trust.

In December 2008 KIDS made a successful application to the Department for Children, Schools and Families to support the national roll out of KIDS Direct Short Breaks, with the aim that the service model supports diversification of services by providing an option to all Local Authorities in meeting the Aiming High Full Service Offer.

Department for Children, Schools and Families grant supports:

- Roll out of the service model across England
- Development of a 'places to go, things to do' resource to enable personalisation of the Short Break
- Recruitment campaign for short break workers
- Workforce development through the provision of 40 modules of e-learning on topics ranging from the social model of disability, personal care, safeguarding, to methods of communication.

## The Aim of KIDS Direct Short Breaks

We aim to improve outcomes for Disabled children and families by:

- Reduced social isolation for Disabled children and young people because they access ordinary activities while having their Short Break
- Reduced stress for families of Disabled children and young people because they can easily access a Short Break
- Increased capacity for parents of Disabled children to continue in employment because they can organise reliable child care

How we will achieve this:

- Meeting the increasing demand from families of Disabled children for Short Breaks, whether it be funded through the new Aiming High for Disabled Children monies, Direct Payments, Individualised Budgets or privately self-funded
- Providing experiences which give Disabled children or young people a Short Break from their family setting and allow them access to facilities and experiences which would otherwise be difficult for them to enjoy
- Providing families of Disabled children or young people a Short Break from their Disabled child allowing them to do whatever they wish without having to worry about their Disabled child
- Making Short Breaks easier to request
- Increasing capacity for parents of Disabled children to continue in employment because they can organise reliable child care at a time that suits them
- Making administration of Short Breaks as efficient as possible
- Recruiting and training a much larger cohort of people to provide Short Breaks

## How does KIDS Direct Short Breaks work?

A KIDS Direct Short Break means that Disabled children and young people can enjoy and experience activities that they are interested in with the support of a skilled short break worker (personal assistant).



Direct Short Breaks combines KIDS long standing experience in providing Short Breaks in the community with a secure website and mobile phone technology to:

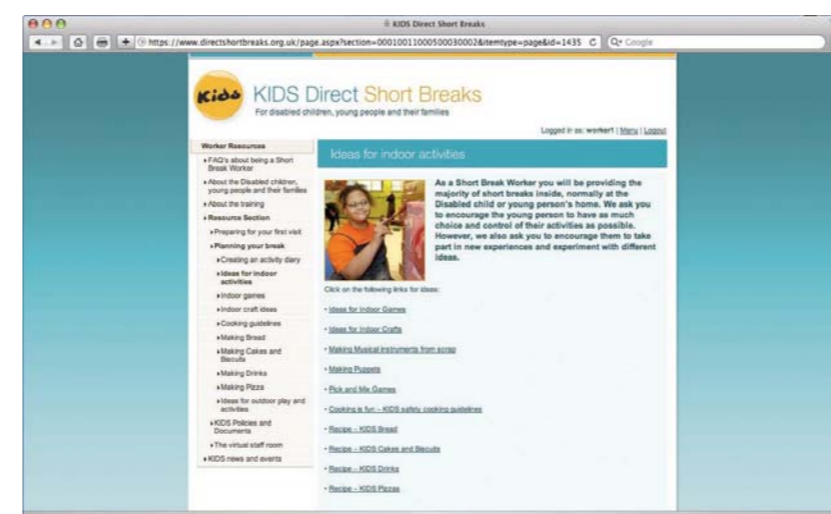
- Recruit part time short break workers
- Train short break workers through a new e-learning package written for this purpose
- Allows Local Authorities to make a referral to the service swiftly via the secure website
- Allow parents with their child or young person to create an on-line profile giving details about their requirements and interests
- Allows parents to see the on-line profiles of the trained workers
- Allows parents to request a Short Break on-line, at the time they want from the worker(s) they choose
- Uses text messaging to alert short breaks workers of work opportunities
- Allows families and workers to provide on-line feedback on their Short Break experience
- Allows security cleared Local Authority staff to see in real time what Short Breaks have taken place and what the feedback is
- Simplifies all the administration around the process including invoices, payments, expenses etc
- Ensures all statutory requirements are met including eCRB checks and regular supervision of short break workers
- Has high levels of security and encryption built in
- Is ready for, and can enable families to move over to direct payments without disruption

The service model is supported locally by KIDS staff that:

- Recruit, eCRB check and train short break workers
- Visit the families that wish to use the service to answer any questions they may have or to help with setting up the online account
- Supervise short break workers, including observation in practice, and support their continuing professional development
- Work in partnership with the Local Authority to ensure swift service implementation following referral and to promote the inclusion of Disabled children

## Making the Short Break a positive experience

The service model includes guidance for short break workers on how to make the break a positive experience that contributes towards the 5 Every Child Matters outcomes. Many families report that services they experience can be passive which is why KIDS Direct Short Breaks has created, with funding from Department for Children Schools and Families, a 'places to go, things to do' resource. This online resource includes ideas for inclusive indoor and outdoor activities, sensory activities for children with complex needs and how to create an activity diary. It also provides a mediated virtual staff room where short break workers can share experiences and ask questions of the KIDS Information and Advice Officer.



## Ensuring a high quality of care

KIDS is registered with the Care Quality Commission and the service model exceeds the National Minimum Standards for Domiciliary Care. In addition to these fundamental standards KIDS also:

- Recruits, eCRB checks, trains and provides ongoing supervision to staff
- Provides insurance for staff
- Provides a 24/7 emergency duty system
- Works closely with the Local Authority to facilitate multi-agency working
- Provides ongoing support to families throughout their time using the service, not simply during the placement of a short break worker

## What about families who don't have access to a computer?

Families can book over the phone through their Local KIDS Supervisor or via the national helpline.

