



Local Cornerstone Newsletter

February 2018

Employee Board Members

A key part of our current organisational strategy is a commitment to having colleagues involved as much as we can in the governance and direction of the organisation. As such, we were delighted to formally announce the appointment of two employee Board Members at our AGM held on 25th October 2017, as well as two further external Board Member appointments.

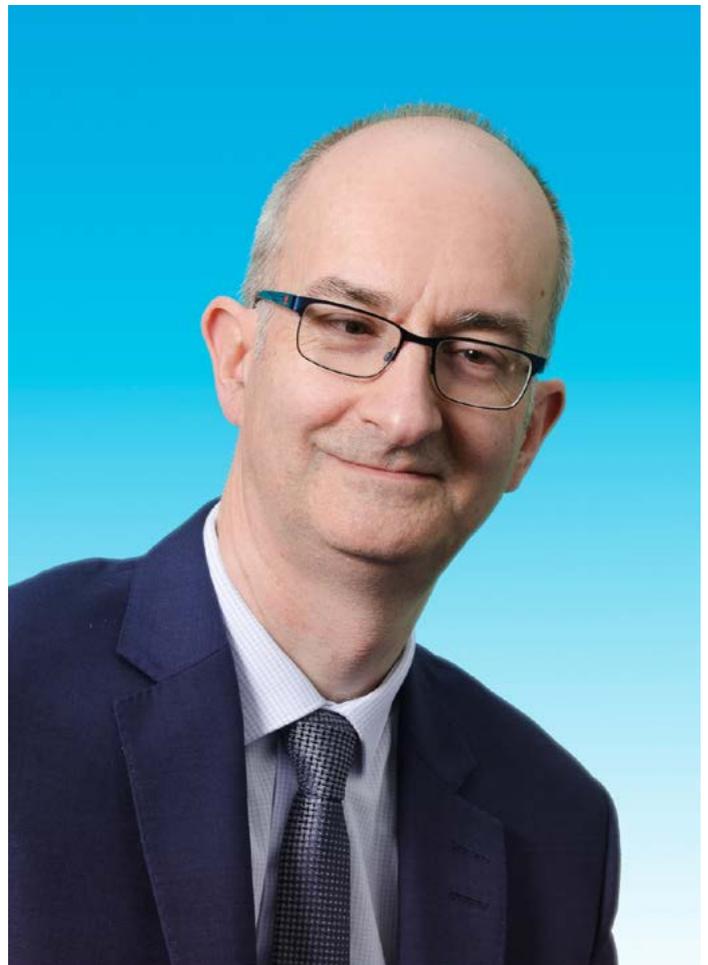
Our employee Board Members are Alastair Forbes, Team Member in West Dunbartonshire and Sharon Irvine, Service Manager in Glasgow. They are joined by Jonathan Parkes, Managing Consultant at Catalage and Zoe Ferguson, Associate at the Carnegie UK Trust.

"Being a Board Member is a great opportunity to encourage and empower our teams and bring the people

we support even closer to the heart of everything we do. As a Board Member, I'd consider it a great privilege to contribute, even in a small way, to bringing about positive change for everyone." - Alastair Forbes

"I feel this is a great opportunity to be involved in the governance of the organisation, especially with the new strategy, which has meant changes being made to the organisation and the way we deliver care. I have a strong link to involvement for the people we support and that will be invaluable when looking at the ways we deliver services." - Sharon Irvine

You can read more about our employee Board Members in the 'Getting to Know' feature of our Cornerstone News by clicking [here](#).



Team Recruitment in Glasgow

Our Glasgow Community Support team recently hosted an information evening for candidates who have applied to join their team. As self-organised Team Members they were able to take control of the decision making, offering a recruitment process which better reflects their service and works for them as a team.

The evening had a relaxed and informal structure, allowing candidates to find out more about the role, ask any questions and meet with someone we support and a family member. Team Member, Jonathan Lindsay, explains, *"Firstly we welcomed everyone and provided tea, coffee and biscuits. We then started the evening with an ice breaker (Two Truths, One Lie) in order to get to know everyone a little better. After this we gave a description of the role and the mum of someone we support, who very kindly attended with her son, also talked a bit more about the role from her point of view. Yvonne Kelly then joined us to give a description of her role as a Coach and explain how she can support Team Members. Following this we opened the floor for people to ask us questions and concluded with asking for some feedback on how they felt the evening went and what we could improve on. We also made some time at the end for anybody who wished to ask a question in a more one to one format. Overall the evening seemed to be a success!"*



Telling our Story

Throughout the implementation of Local Cornerstone we will be evaluating and monitoring our progress through both an evaluation panel and our Storytellers in Residence. We aim to share our learning to inspire others to change.

The evaluation panel is comprised of representatives from the University of Strathclyde, Healthcare Improvement Scotland, Care Inspectorate, Scottish Government, Scottish Social Services Council, Social Work Scotland and UNISON.

The group has been meeting regularly and have been given a detailed overview of the technology that is being rolled out across Cornerstone, as well as reviewing the lessons learned to date.

As part of the evaluation process the team at Strathclyde University has also been undertaking interviews with Cornerstone colleagues to gather their thoughts and experience of Local Cornerstone so far. The feedback gathered will play a vital part in allowing us to effectively monitor progress.

Our Storytellers will work with the people we support, families, Cornerstone employees and commissioners to capture their stories and experiences to provide more qualitative data which will complement the formal evaluation.

Team Update

We currently have 14 self-organised teams across the country; some of which have been up and running for a while and others going through their initial training.

We are also working closely with two teams recently established in Aberdeen by the Aberdeen Health and Social Care Partnership. One INCA (Integrated Neighbourhood Care Aberdeen) team based in Peterculter and one in Cove. Cornerstone will provide Coach support initially and we look forward to sharing our stories and learning from each other.

Helen Sanderson Podcast

Cornerstone Chief Executive, Edel Harris, recently recorded a podcast with Helen Sanderson - an expert in Person Centred working. They spoke about our Local Cornerstone strategy, reflecting on the journey, successes and challenges so far. You can listen to it online [here](#).





Inspiring Future Excellence Graduation

One of the biggest challenges faced by organisations across the social care sector is attracting and recruiting staff. As part of our Local Cornerstone strategy, our Training Academy and recruitment colleagues are working hard to develop new ideas and ways of working to tackle this issue. The Training Academy have developed a fantastic new programme called Inspiring Future Excellence. This has been created with the intention of attracting new colleagues to a career in care by first giving them the chance to experience a placement working in one of our services. The programme is funded through Skills Development Scotland's Employability Fund.

Our first group of participants has now successfully completed the seven week programme and five out of the seven graduates have been offered contracts with Cornerstone. We have had some great feedback from both current colleagues and course participants.

"I learned so much on my placement at Bob Cooney Court, the staff were very helpful and answered any questions I had. The learning and training I had on the course was very beneficial

for my new job with Cornerstone. Through being on the course I've come away with a solid understanding of health and social care. I've really enjoyed my time spent on the course and I'm proud of myself for how far I've come and how much I have achieved." - Lynne Ward

"The Inspiring Future Excellence Programme has provided a glowing beacon of positivity in the shape of Lynne Ward who undertook her secondment at Bob Cooney Court in Aberdeen. Lynne demonstrated the underpinning values of Cornerstone by evidencing a person-centred focus and willingness to learn how to provide the best quality of care for the people we support. Lynne has left a trail of happy memories for the people we support and helped to contribute to the success of the service. I truly hope Lynne gets to achieve her potential within her new role in Cornerstone and helps the people we support to achieve their dreams and aspirations." - Jonathan Moss, Team Leader at Bob Cooney Court

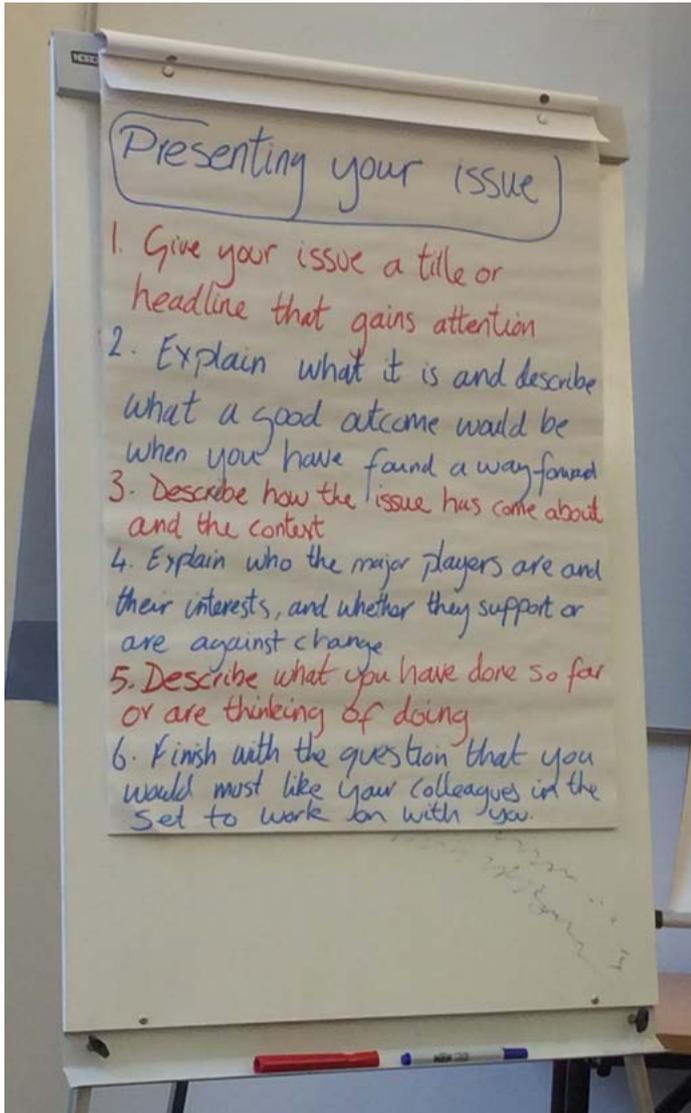
Following this successful first programme the Training Academy team plan to run another course starting in March 2018.

Congratulations and the very best of luck to our graduates!

Action Learning Sets with SSSC

Cornerstone is working with the Scottish Social Services Council (SSSC) with regards to using Action Learning Set (ALS) to identify the key transferable elements of Local Cornerstone as they relate to the upskilling and further professionalisation of the workforce.

ALS promote collaborative problem solving, with the aim of helping to build better working relationships. They make best use of both financial and human resources as well as promote confidence to take action and make positive change. They also encourage everyone to question and look at 'problems' differently.



If you have any questions about Local Cornerstone please do not hesitate to get in touch, LCenquiries@cornerstone.org.uk. We are committed to supporting and sharing our learning with other organisations.

Our Academy has a wide range of training available. Please contact Sheila Gordon, Training Academy Lead, sheila.gordon@cornerstone.org.uk if you have any training requirements for Coaches, self-organised teams, SVQs, or anything else you'd like to discuss with us.

Highlights and Milestones

- Since the last issue of our Local Cornerstone newsletter we have been invited to share the new model and our ambitious plans with the Scottish Council for Development and Industry (SCDI) North east Committee.
- Cornerstone CEO Edel Harris met with Mike Kirby, Scottish Secretary, UNISON to share our vision for the wider social care sector. The discussion focussed on one particular objective - to genuinely value social care as a profession. We look forward to continuing to work with UNISON as we roll out and test the new model.
- Edel Harris also attended a meeting with the Scottish Government to discuss how Local Cornerstone assists with the adult social care reform agenda. Colleagues from government departments including those responsible for Homecare, Carers, Scottish Living Wage, Self Directed Support and Health and Social Care Integration were in attendance and a positive discussion ensued.
- As an account managed company, Cornerstone continues to receive support from Scottish Enterprise. Support has been offered for 2018 which may include assistance with the technology and innovation aspects of Local Cornerstone and some technical support to explore our future plans for social franchising.
- Edel Harris will be speaking at the Association of Chief Officers of Scottish Voluntary Organisations (ACOSVO) dinner in February on the theme of the Heart of Change. For more information click [here](#).
- If you would like to read a recent blog on how our Local Cornerstone strategy is supporting the objectives in the Scottish Government's National Workforce Plan for Social Care please click [here](#).
- We have produced a short six minute animation which outlines the key elements of our Local Cornerstone strategy and what we aim to achieve. You can view it [here](#). We have also produced a short video of two Team Members from our first self-organised teams discussing their journey so far. You can view it [here](#).