

Professional Development Scholarship Round II F&Qs

What is the Centre's Professional Development Scholarship Round II?

The Professional Development Scholarship Round II, is a way of supporting highly motivated individuals, practitioners or professionals with clear plans and capacity to improve their expertise and change the professional landscape in how we think and practice in relation to CSA and Black, Asian and minority ethnic (BAME) communities.

The Centre's Professional Development Scholarship II will involve direct grants to support external individual development as well as a programme of personalised connection and engagement between participants and the Centre.

Ranging from £2000-£5000, the Professional Development Scholarships II will offer:

- direct scholarships to individuals/practitioners, associated with or employed by organisations, for transformative development opportunities in relation to CSA and BAME communities
- a structured opportunity to connect with experts through the Centre
- opportunities for cross-disciplinary sharing of expertise
- longer term participation in an alumni of practitioners contributing to the Centre

Who are the scholarships for?

The Centre's recognises expertise comes from many sources and encourages applicants with experience, lived, academic or professional, of working with BAME communities or individuals and CSA (inclusive of CSE).

The term 'lived' explicitly relates to young people (aged 16 years+) who are associated with services, either as a previous user of the service, volunteer, mentor or paid staff. The term practitioner or professional is quite broad and encompasses the range of professions involved in direct multi-agency working with young people. This includes workers in broad areas such as health, social care, policing, education and in more specific areas such as therapeutic support.

These Professional Development Scholarships will be for practitioners/professionals/individuals currently working in

- a specific area addressing child sexual abuse and exploitation OR
- individuals/practitioners/professionals with considerable expertise in a complementary field

* It is the individual applicant's responsibility to clearly state how their previous experience and proposed scholarship relates to working with BAME communities and CSA.

Applicants will have an established track record of practice, be currently practising, or volunteering, and where applicable registered with their relevant professional body.

All applicants must be practising in England and/or Wales. Applicants must have a current DBS and must declare any professional disciplinary processes they have been subjected to, are current or pending.

Examples of groups for whom this scholarship may be of interest include but are not limited to: Health, Education, Social Care, Policing, Youth Offending, relevant Third Sector organisations and Counselling.

The scholarship is also available for young people (aged 16 years+) with lived experience who are associated with a relevant service as listed above.

Who are the scholarships not for?

The scholarships are not available to applicants who are not currently engaged in direct practice with a service or organisation. The scholarships are not available for organisations to apply. The scholarships should not be used to cover core organisational training activities or to replace activities the applicant's organisation would normally provide.

Why are you focusing on those working with BAME communities and individuals?

There is a range of research, some highlighted in our Key Messages and our Gaps in the Knowledge Base reports, saying that we need to improve understanding and practice around minority communities both in terms of offending and victim experiences. This phase of the

Professional Development Scholarship Programme is part of our work that seeks to address these gaps.

What are the scholarships for?

The Centre understands that practitioners addressing CSA and its impacts can struggle to develop expertise because they lack the time, resources, or connectedness to do so.

These scholarships will enable practitioners who have a clear and achievable plan of professional development to enhance their practice expertise and improve the landscape in the area of CSA and BAME communities.

The scholarship request could cover:

- A package of workshops, education or training planned by the applicant
- Short to medium term course costs
- The development of programmes and resources

- All or part of higher education training in relevant subject areas
- Funding to support practical and relevant skill building through field visits to sites of good practice/shadowing etc.
- Travel associated with study and attendance at the Centre's three day workshop (dates TBC)
- The Centre anticipates employers would support the applicant's professional development, but given the substantial commitment for the programme the Centre will provide a payment of £100 per day for each day of attendance at approved external or Centre activities where these require unpaid leave from the employer. This should be included in the applicant's budget request.

The Centre's Practice Improvement Adviser's will link closely with successful applicants and monitor and support their progress.

How long will Professional Development Scholarships last?

Each successful scholar for the Professional Development Scholarship Round II will begin in the summer of 2018 and run until summer 2019. All payment commitments need to be completed within the 2018/19 financial year.

Applicants who successfully complete their plans and participation expectations with the Centre will be invited to maintain involvement with the Centre longer term as alumni of the programme. Alumni may be invited to participate in practice reviews of the Centre's research work and to be involved in Centre projects or future work.

Is there a specific focus for the scholarships?

For 2018-19 the priority fields of focus are based on recognised gaps in the field of CSA. Therefore, the focus of the second round of scholarships is CSA (inclusive of CSE) and BAME communities.

The priority fields are

- Practitioners/professionals working in various frontline health, social care, education or policing contexts who wish to develop their specialised focus on child sexual abuse and improve practices for BAME individuals or communities.
- Practitioners/professionals already undertaking direct work with children and young persons who identify as black, Asian or from other ethnically diverse communities and who have experienced sexual abuse
- Practitioners/professionals providing support to parents of children who identify as black, Asian or from other ethnically diverse communities impacted by child sexual abuse.

What expectations are placed on scholarship recipients?

Scholarship recipients will participate in a Professional Development Scholarship programme with the Centre. The scholarship will involve a level of personalisation, but will include

- visits to the Centre and exposure to the work of the Centre and its partners (3 days)

- the scholarship recipient will provide a workshop or presentation to Centre staff on their area of expertise and development
- benefitting from presentations by Centre staff or partners applicable to their area
- the scholarship recipient will provide reviews on their external professional development
- opportunity to provide practice reviewer comment on Centre research
- engagement with the Centre's practice improvement advisors and research workers

- in cases of highly specific expertise, the Centre may identify external support for the scholarship recipient, who will also enhance the Centre's current network
- involvement with fellow scholarship recipients
- involvement in centre conferences or workshops
- longer term practice alumni status on successful completion of PD and Centre commitments

In the unlikely circumstance that a successful applicant fails to complete their proposed professional development, they will be required to reimburse the Centre for relevant monies disbursed to them as part of the scholarship. Details of this will be outlined in the scholarship agreement.

Who are key contacts?

Professional Development Scholarship recipients will benefit from a personalised connection to a Practice Improvement Adviser from the Centre, as well as contact with other Centre staff where applicable to their plan.

The Centre's Practice Improvement Advisers are key staff for the Centre connected to practice improvement initiatives in a number of professional areas. Currently Practice Improvement Advisers have been engaged for policing, health, education and social care.

Beyond this, the Centre has a wide range of connections in research and practice areas.

How will the funding be divided?

There are likely to be between 10 and 12 awarded in the second round year. This range will occur because the fund will enable applicants to pitch for scholarships up to £5,000.



How do I apply?

Complete the application form on the Centre website and send with the requested attachments to **info@csacentre.org.uk** no later than **11 June 2018**.

Interviews will take place on 27 and 28 June 2018 via telephone, skype or in person.

What happens after I apply?

Due to the high anticipated level of correspondence the Centre will only contact successful shortlisted applicants - who will be advised the W/C 18 June 2018.