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7th April 2015

**Name of Cabinet Member:**

Cabinet Member for Children and Young People – Councillor E. Ruane

**Director Approving Submission of the report:**

Executive Director of People

**Ward(s) affected:**

None

**Title:**

Workforce Development for Children's Social Care: An update

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**Is this a key decision?**

No

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**Executive Summary:**

This report provides the Cabinet Member for Children and Young People with an update on the progress being made against workforce development actions within the Children's Services Improvement Plan and also provides an update on learning and development strategies and interventions which are planned and currently taking place across our Children's Social care workforce.

The Council is committed to investing in its Children's social care workforce to ensure that the learning, training and development needs are both agreed and met through a variety of different approaches whether that be by learning by doing, facilitated learning, reflective practice, coaching and/or mentoring.

Over the past 18 months a range of learning & development programmes have been offered to our Children's social care workforce and we need to continue to ensure that all learning and development interventions moving forward are linked to our Ofsted Improvement Plan, feedback from the supervision process, our performance management/appraisal process, observations of practice and our internal quality assurance audit mechanisms. Workforce reform and development is a major element in improving outcomes for children, young people and families.

**Recommendations:**

The Cabinet Member for Children and Young People is requested to:-

1. Approve the approach currently been adopted by Workforce Services with regard to the Learning and Development strategy being adopted for our children's social care workforce.

**List of Appendices included:**

Appendix 1: Children's Social Care Learning and Development Calendar.

**Other useful background papers:**

None

**Has it been or will it be considered by Scrutiny?**

No

**Has it been or will it be considered by any other Council Committee, Advisory Panel or other body?**

No

**Will this report go to Council?**

No

## Report title: Workforce Development for Children's Social Care: An update

### 1. Context

- 1.1 Elements of Children's Services at Coventry City Council were judged to be 'inadequate' by Ofsted following an inspection of its 'services for children in need of help and protection, children looked after & care leavers' which took place in February 2014.
- 1.2 The Council's Ofsted inspection report found that although "*training is widely available to staff, including specialist training to develop skills and expertise.....*" it was clear that as a provider of Children's Services we also needed to ensure that any learning and development interventions put in place are targeted, needs led, fit for purpose and ultimately enhance the practice of social workers and their managers – in essence there is a need to ensure that learning and development across children's social care in Coventry is effective and keeps our children safer.
- 1.3 On the 17<sup>th</sup> December 2014 a paper was presented to the Children's Services Improvement Board outlining progress made against actions within the Improvement plan 2015/16 in addition an update on learning & development interventions planned to take place from January 2015 was also presented.
- 1.4 This paper provides a further update on progress made since January 2015.

### 2. Options considered and recommended proposal

- 2.1 Steady progress is being made against all Workforce Development actions within the Improvement Plan with a number of actions having now been completed.
- 2.2 The skills audit and training needs analysis (TNA) which included our Children's social care workforce has been completed. Learning & Development interventions have been arranged to cover key emerging themes.
- 2.3 A range of learning & development sessions such as 'Life Story Work', Child Protection Training for NQSW, Working with Children and Young People who Display Harmful Sexual Behaviour, Child Observation and Child Protection Refresher have already been made available and delivered to Children's social care staff.
- 2.4 A range of learning & development interventions are booked for April 2015; Managing Social Work Performance, Chronology & Recording, Care Planning, Reflective Supervision Skills, Putting Analysis into assessment, Child Sexual Exploitation, Domestic Violence and Impact on Families and will be on-going throughout the year. (**Note appendix 1**)
- 2.5 A Children's Workforce Development Strategy is being written and will be presented at the Children's Improvement Board on 22<sup>nd</sup> April 2015. The strategy will focus on our future workforce; recruitment and retention measures including any outcomes resulting from our exploration of a proposal to 'Grow Our Own Social Workers' and how we manage support and develop our staff.

### 3. Results of consultation undertaken

- 3.1 Consultation on the learning and development interventions and their implementation has been on going with the Children's Social Care Management Team and the Principal Social Worker for Children's Services. Consultation has also taken place via regular attendance at Management Team Meetings, Quality Assurance Monthly Meetings, Audit Meetings and Improvement Board Meetings.

#### **4. Timetable for implementing this decision**

Delivery of all learning and development interventions  
Children's Workforce Development Strategy.

Jan 2015 - March 2016  
April 2015

#### **5. Comments from Director of Finance and Legal Services**

##### **5.1 Financial implications**

The budget for training and development is managed within Human Resources and Workforce Services Division, and the funding implications within this report will be resourced from within existing budget.

##### **5.2 Legal implications**

None

#### **6. Other implications**

None

##### **6.1 How will this contribute to achievement of the Council's key objectives / corporate priorities (corporate plan/scorecard) / organisational blueprint / Local Area Agreement (or Coventry Sustainable Community Strategy)?**

The on-going learning & development interventions contained within this paper and their overall implementation for our Children's social care workforce will assist in ensuring that Children's social care in Coventry is effective and keeps our children safer.

##### **6.2 How is risk being managed?**

Failure to provide adequate learning & development support which is able to evidence improvements in practice will have a significant impact on achieving good outcomes for children, young people and families across the City. Therefore the learning & development offer must ensure that it is fit for purpose, needs led and supports our Children's social care staff to improve their practice.

##### **6.3 What is the impact on the organisation?**

A Children's Workforce that is trained and supported to achieve the best possible outcomes for children and young people is crucial if the organisation and the services that we deliver are to continuously improve.

##### **6.4 Equalities / EIA**

There is no change in policy or service proposed and therefore no equality impact assessment is required

##### **6.5 Implications for (or impact on) the environment**

None

##### **6.6 Implications for partner organisations?**

None

**Report author:**

Grace Haynes  
Head of Workforce Transformation  
HR & Workforce Services  
Resources Directorate  
024 76835042  
Grace.haynes@coventry.gov.uk

Enquiries should be directed to the above person.

<b>Contributor/approver name</b>	<b>Title</b>	<b>Directorate or organisation</b>	<b>Date doc sent out</b>	<b>Date response received or approved</b>
<b>Contributors:</b>				
Grace Haynes	Head of Workforce Transformation	Resources Directorate	25/03/15	25/03/15
Other members				
<b>Names of approvers for submission: (officers and members)</b>				
Brian Walsh	Executive Director	People Directorate	25/03/15	25/3/15
Shokat Lal	Assistant Director - HR & Workforce Services	Resources Directorate	25/03/15	25/03/15
Rachael Sugars	Finance Manager	Resources Directorate	25/03/15	23/03/15
Julie Newman	Legal Services	Resources Directorate	25/03/15	25/03/15
Councillor E Ruane	Cabinet Member for Children and Young people		23/03/15	23/03/15

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