

Coventry City Council
Minutes of the Meeting of Education and Children's Services Scrutiny Board (2)
held at 2.00 pm on Thursday, 29 March 2018

Present:

Members: Councillor M Mutton (Chair)
 Councillor S Bains
 Councillor D Kershaw
 Councillor J Lepoidevin
 Councillor A Lucas
 Councillor K Mulhall
 Councillor P Seaman

Employees (by Directorate):

People S Kerr, J Gregg, L Pardy-McLaughlin
Place M Rose, A West

Apologies: Councillor J Clifford, P Male, C Miks, K Maton, E Ruane
 S Hanson, K Jones and R Potter

Public Business

56. Declarations of Interests

There were no Disclosable Pecuniary Interests.

57. Minutes

The minutes of the meeting held on 1st March, 2018 were approved.

58. Visit to the Central Family Hub

Further to minute 14/17 the Scrutiny Board held the meeting at the Central Area Family Hub and had a tour of the facility. The Board had been updated on the Children's Services redesign and how the eight family hubs in the city were integrating early help services across a 0-19 age range with multi-agency, multi-disciplinary teams and were keen to see this in action.

The Board discussed the following with officers:

- Working together including schools, partners and the community
- Future plans
- Opportunities for providing placement experiences
- Volunteers
- Communication with communities

RESOLVED that the Scrutiny Board request:

- 1) All Councillors be advised/invited to the Open Days being held at the Family Hubs around the city during May**

- 2) **Ward Councillors be invited to contribute to the local Family Hub mapping exercise currently taking place across the city to co-ordinate services**

59. **Recommendations from the Task and Finish Group on Retention of Social Workers**

Further to Minute 3/17 the Scrutiny Board considered recommendations from the task and finish group on Retention of Social Workers.

The report of the task and finish group detailed the scope and context, retaining social workers in practice, focus groups, meeting with senior leadership team, market supplements and advanced practitioners and finance and human resources considerations.

The Education and Children's Services Scrutiny Board were recommended to:

- 1) Write to the Cabinet Member for Children and Young People in support of the proposed career progressions scheme for social workers and the removal of the market supplement for specific social workers
- 2) Receive a report on implementation of the progression scheme in September 2018, including details of numbers of staff leaving due to the removal of the market supplement and any associated agency costs.
- 3) Receive an annual report on exit interview data and Member focus groups with social workers.
- 4) Request that:
 - i. The Director of Children's Services ensure that members of the Children's Senior Leadership Team communicate with front line staff face to face on a regular basis.
 - ii. The Director of Project Management and Property Services, through the planned refurbishment of Broadgate House, ensure that Social Workers have sufficient equipment, desk space and private meeting space to carry out their roles effectively.
 - iii. The Director of Customer Service and Transformation give consideration to the provision of specialist administrative support to Social Work teams.

Councillor Mutton thanked all those involved in the task and finish group and commended the management team on the work already implemented regarding Social Worker retention. The Scrutiny Board discussed the following:

- Formally thanking officers for the progress that had been made on the improvement journey
- Ongoing communication with Social Workers
- Regular data to the Board
- Supporting newly qualified Social Workers

RESOLVED that the Scrutiny Board agree the recommendations and also request the following:

- 1) **The report formally thank officers for the progress they have recently made on the improvement journey**
- 2) **The workforce data summary profile be considered regularly by the Board**

60. **Outstanding Issues**

The outstanding issues were picked up in the work programme.

61. **Work Programme**

The Scrutiny Board considered the work programme and noted the 26th April, 2018 was the last scheduled meeting of the municipal year.

62. **Any Other Business**

There were no other items of business.

(Meeting closed at 3.30 pm)