

CT MONITORING, ANALYSIS AND REPORTING SCHEDULE (MARS)

Please complete this pro-forma (2 sides max) for the CT meeting date as specified.
Once completed, forward to Babs Tolley.

Subject: Workforce Strategy

Lead Officer: Ana Simons

Report date: 12 January 2009

Report period covered:

Date of last report:

Introduction:

Planning is now shaped by the CWDC's One Children's Workforce Toolkit (OCWT) which is used for consultation and assessing progress. This is linked to some funding from CWDC plus support from CWDC, TDA and the National College on a regional basis. This is helping make better use of resource by sharing good practice regionally, aiding the focus on jointly agreed priorities and deepening the understanding of what really matters, to the workforce, in terms of workforce issues.

The numbers engaged have been low but the learning has been significant. Regular reports are required by the CWDC and these are on the basis of the Rainbow:



It is planned to work much more closely with Local Children's Trusts to develop local understand of workforce issues and opportunities. Please find attached the most recent report provided to CWDC.

Analysis of progress;

a) highlight key issues:

- o Job Profiling progress limited
- o Resources remain separate and on a shoestring

Development areas by 'rainbow'

Red arc: Shared purpose, identity, vision

- single integrated ICT platform
- LLCs and LCTs relationship
- sharing communications across partners
- Joint training

Orange / yellow arc: understanding each others services/ roles/ behaviours focussed on positive outcomes for children, young people & families

- Infra-structure integration to deliver local partnership working (finances, HR)
- More focus on gathering evidence of outcomes for young people of service/workforce interventions
- Aggregation of partner/ service plans to inform commissioning & planning
- Understanding each others roles, responsibilities, language

Green arc: Integrated working practices

- Develop a more sophisticated definition of "integrated working"
- Integrated standards/ rules/ protocols agreement between partners
- Need to review all infrastructure working procedures which can block what is going on at the front line

Blue Arc: High quality, appropriately trained workforce:

- Strong desire for more multi-agency training (but no pooled budgets)
- Need to include Learning and Development in all commissioning
- Raise profile - CYPS managers meetings, CYPS Matters, CT website
- Need to engage with HE and FE training provider partners

Purple Arc: Safeguarding/ capacity to deliver:

- Review of safeguarding workforce strategy & delivery
- Increase work shadowing and secondments
- More co-location and Integrated Working for key safeguarding functions
- Capacity issues

b) highlight successes:

Achieved:

- Contribution of senior police officer time to roll out Core Skills in Partnership Working training through 19 AXS areas based on needs identified through consultation.
- AXS programme rolled out at 4 levels.
- Engagement of staff through OCWT
- Informing planning (including core skills development)
- National recognition of example set by police in Devon County Council
- Progress on Common Induction processes
- Progress in Integrated Supervision Project

Identify service action in hand to improve outcomes; including issues that require action by CT
