

WORKFORCE DEVELOPMENT

To: **Corporate Parenting Sub-Committee**

Meeting Date: **13 June 2018**

From: **Jacqui Barry
Service Development Manager**

Electoral division(s): **All**

Purpose: **Members asked for a regular update on workforce development and that all Looked After children have an allocated social worker.**

Recommendation: **Members are invited to:**

- a) note and comment on the report;**
- b) say what information they would find useful regarding workforce development in the future and in what format they would like to have this information delivered.**

<i>Officer contact:</i>	<i>Member contact:</i>
Name: Jacqui Barry	Names: Councillor Lis Every
Post: Service Development Managers	Role: Chairman, Corporate Parenting Sub-Committee
Email: jacqui.barry@cambridgeshire.gov.uk	Email: Lis.Every@cambridgeshire.gov.uk
Tel: 01223 715530	Tel: (office) 01223 706398

Summary:

This is a short update about the training available to the workforce in Children's Services.

This report confirms that each Looked After Child (LAC child) has an allocated social worker and gives some information about the training available to social workers.

1. BACKGROUND

- 1.1 A request was made by the Corporate Parenting Sub-Committee for a regular update on social work training and an assurance that all Looked After Children have an allocated social worker.

2. MAIN ISSUES

- 2.1 There has been an extensive update to the Online Procedures for Looked After children (the Procedures cover all aspects of the Council's work with children) called 'tri-x procedures'. The procedures are written to advise, support and direct staff in their work.

These procedures are applied as the 'go-to' source for all practitioners. They are Cambridgeshire documents and have been endorsed by senior management as describing required practice.

The manual is structured into five sections:

- The Cambridgeshire Context – outlines policy and organisational requirements (supervision, case management, etc)
- All Children – a series of procedures that could apply to any child, including early help, assessment, Child in Need (CIN) and Child Protection (CP) planning.
- Children in Particular Circumstances – responding to particular needs, including disability, youth offending and some specific aspects of safeguarding.
- Looked After Children – all aspects of case management, planning and review, including different placement types
- Fostering and Adoption – includes legal processes and practice requirements for working with children, recruitment and retention of carers, etc.

- 2.1.1 Partnerships and Quality Assurance has been offering a series of 'Back to Basic' workshops for social work staff at a variety of locations around the county. These workshops are designed to support staff with the core social work task; working with and developing relationships with families, keeping children safe, assessing needs and providing services where required. Ultimately they are around creating a reflective environment for social work to flourish and to support families to move on to where they need to be.

- 2.1.2 The Independent Reviewing Service for Looked After Children have also been providing training for Social Workers and supporting with the procedures in this area of work.

3. SIGNIFICANT IMPLICATIONS

3.1 Resource Implications

The training and development offered to the workforce does not have any identified resource implications. Some training such as the “Back to Basics”, has been facilitated by the Principal Social Worker and experienced practitioners from within the Partnerships and Quality Assurance Team.

3.2 Procurement/Contractual/Council Contract Procedure Rules Implications

If any new contracts were required this will need to be procured in line with the Contract Procedure Rules of the authority leading the Procurement

3.3 Statutory, Legal and Risk Implications

The Council has a variety of statutory duties relating to children and young people in need, in need of protection and in care, and to ensure that this group of children and young people are supported to achieve good outcomes. The training and development of staff is imperative in supporting the Council in discharging its statutory duties.

3.4 Equality and Diversity Implications

There are no significant implications within this category

3.5 Engagement and Communications Implications

None identified

3.6 Localism and Local Member Involvement

N/A

3.7 Public Health Implications

N/A

SOURCE DOCUMENTS

Source Documents	Location
None	

