

## Draft Children, Education and Families Strategic Workforce Development Plan 2024-2029

To: Children and Young People Committee

Meeting Date: 26 November 2024

From: Executive Director: Children, Education and Families

Electoral division(s): All

Key decision: NO

Forward Plan ref: N/A

Executive Summary: The report sets out the development of the Children, Education and Families Strategic Workforce Development Plan 2024-2029 specifically for children Social Care and the appendix outlines the plan in full.

Recommendation: The Children and Young People Committee is asked to agree the proposed Draft Children, Education and Families Strategic Workforce Development Plan, 2024-2029.

Voting arrangements: Co-opted members are eligible to vote on this report.

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# 1. Creating a greener, fairer and more caring Cambridgeshire

- 1.1 This report contributes to the following ambitions of the Cambridgeshire County Council Strategic Framework.
- 1.2 Ambition 5 – People are helped out of poverty and income inequality:
  - This Draft Children, Education and Families Strategic Workforce Development Plan aligns with this ambition, ensuring that our services are inclusive and accessible to our children, young people, their families, carers and our community.
- 1.3 Ambition 6 - Places and communities prosper because they have a resilient and inclusive economy, access to good quality public services and social justice is prioritised:
  - This Draft Children, Education and Families Strategic Workforce Development Plan aligns with this ambition, ensuring that our services are inclusive and accessible to our children, young people, their families, carers and community.
- 1.4 Ambition 7 - Children and young people have opportunities to thrive:
  - This Draft Children, Education and Families Strategic Workforce Development Plan aligns with this ambition, ensuring that our services are inclusive and accessible to our children, young people, their families, carers and community.

## 2. Background

- 2.1 The Draft Children, Education and Families Strategic Workforce Development Plan has been developed to consider the Ofsted recommendations, following the recent Ofsted Inspection of Local Authority Children Services (ILACS). Additionally, it aligns with the Local Government Association Standard for Employers of Social Workers (Standard 2) regarding effective workforce planning.
- 2.2 The plan sets out the key areas for development to ensure our Children's Social Care colleagues are well supported, fully trained and have opportunities to continue to grow throughout their careers at Cambridgeshire County Council.
- 2.3 The previous 'Children's Services Workforce Development Framework 2022-2025' was a joint shared framework between Cambridgeshire County Council (CCC) and Peterborough City Council (PCC) document. Following the decoupling, an interim Workforce Development Framework was developed in November 2023 for the short term, whilst a workforce plan was being worked through.

## 3. Main Issues

- 3.1 The Draft Children, Education and Families Strategic Workforce Development Plan describes Children's Social Care ambitions and nine drivers for 2024 – 2029.

Nine Drivers are:

- Living Our CARE Values
- Leading with purpose and inspiring our workforce
- Empower and involving our workforce
- Building capacity with our children and young people at the heart of everything we do

- Driving digitalisation
- Accountability and managing outcomes
- Valuing, appreciating and recognising high performance and good practice
- Delivering continuous improvement
- Creating sustainable success

3.2 The Draft Children, Education and Families Strategic Workforce Development Plan is provisionally focused on our Children Social Care Workforce and will be updated to integrate Education at a later stage.

It aligns with our ambitions in our Strategic Framework 2023-2028, alongside Our People Strategy 2023-2028 and the Equality Diversity and Inclusion (EDI) Strategy 2023-2027, as well their respective Action Plans.

3.3 Drawing from various engagement methods and children’s social care workforce analysis. In addition, a separate Action Plan has been developed and this will be refreshed periodically and monitored through our Children’s Workforce Board and Children’s Workforce Operational Delivery Group.

## 4. Alternative Options Considered

4.1 N/A

## 5. Conclusion and reasons for recommendations

5.1 Endorsement of the Draft Children’s Services Strategic Workforce Plan

## 6. Significant Implications

### 6.1 Finance Implications

The aspiration is to execute the plan within the current financial envelope however the national workforce trends and social care reforms may result in the need for additional investment to ensure that children and families thrive. Any investment will need to be considered as part of the annual business planning process.

### 6.2 Legal Implications

There are no significant implications

### 6.3 Risk Implications

Workforce stability has been identified as one of the Ofsted recommendations and these feature in the Children, Education and Families risk register in ensuring risks pertaining to the workforce has been considered and appropriately mitigated where possible. The Draft Children, Education and Families Strategic Workforce Development Plan addresses the improvements required to place assurances for workforce stability and therefore services provided to children and families.

## 6.4 Equality and Diversity Implications

An Equality, Impact Assessment (EqIA) was completed - CCC641660412

## 6.5 Climate Change and Environment Implications (Key decisions only)

There are no significant implications

## 7. Source Documents

British Association for Social Workers. (2024). *BASW annual survey of Social Workers and social work 2023*. [Online]. 2024. BASW. Available at: <https://basw.co.uk/policy-and-practice/resources/basw-annual-survey-social-workers-and-social-work-2023> . [Accessed: 25 September 2024].

Cambridgeshire County Council. (2023). *Employee Engagement Survey*. [Online]. 29 November 2023. CCC. Available at: <https://ccandpcc.sharepoint.com/sites/CCCHR/Shared%20Documents/Forms/AllItems.aspx?id=%2Fsites%2FCCCHR%2FShared%20Documents%2FEmployee%20survey%2FCCC%20Employee%20Engagement%20Survey%202023%2Epdf&parent=%2Fsites%2FCCCHR%2FShared%20Documents%2FEmployee%20survey>.

County Council's Network. (2024). *Workforce of the Future: Future of Local Government*. [Online]. 6 February 2024. CCN. Available at: <https://www.countycouncilsnetwork.org.uk/report-says-workforce-capacity-is-one-of-the-biggest-challenges-facing-councils-and-calls-for-national-branding-campaign-to-recruit-staff/> . [Accessed: 25 September 2024].

Department of Education. (2024). *Children's Social Work Workforce, reporting year 2023*. [Online]. 29 February 2024. GOV.UK. Available at: <https://explore-education-statistics.service.gov.uk/find-statistics/children-s-social-work-workforce>. [Accessed: 25 September 2024].

Department of Education. (2023). *Longitudinal Study of child and family social workers*. [Online]. 20 July 2023. GOV.UK. Available at: <https://www.gov.uk/government/publications/longitudinal-study-of-local-authority-social-workers> . [Accessed: 25 September 2024].

Local Government Association. (n.d.). *The standards for employers of social workers in England 2020*. [Online]. LGA. Available at: <https://www.local.gov.uk/our-support/workforce-and-hr-support/social-workers/standards-employers-social-workers-england-2020>. [Accessed: 25 September 2024].

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Social Work England. (2023). *Social work in England: State of the nation 2023*. [Online]. March 2023. Social Work England. Available at:

[https://www.socialworkengland.org.uk/media/4673/state\\_of\\_the\\_nation.pdf](https://www.socialworkengland.org.uk/media/4673/state_of_the_nation.pdf). [Accessed: 25 September 2024].

YouGov. (2023). *The social work workforce*. [Online]. September 2023. Social Work England. Available at: <https://www.socialworkengland.org.uk/media/3326/yougov-the-social-work-profession.pdf>. [Accessed: 25 September 2024].