

**Children's Workforce Scrutiny Inquiry Progress Update on Recommendations**

**Interim Progress Report 6 months on**

**Select Committee Inquiry Report Completion Date:** April 2016

**Date of this update:** 31<sup>st</sup> January 2017

**Lead Officer responsible for this response:**

**Cabinet Member that has signed-off this update:**





Accepted Recommendations	Original Response and Actions	Progress Update	Committee Assessment of Progress (RAG status)
<p>Recommendation 1: There should be systematic analysis by the Children's Social Care &amp; Learning Business Unit Management Team of the findings of social worker exit interviews.</p>	<p>A new exit interview process has been adopted since March 2015. An analysis is undertaken of them already and reports to the workforce development Board on a quarterly basis. Example of trends identified so far include:</p> <ul style="list-style-type: none"> <li>• Work-life /balance</li> <li>• Career progression</li> </ul>	<ul style="list-style-type: none"> <li>• Workforce Development meetings take place on a quarterly basis to consider the findings of exit interviews for staff leaving the Council or internally transferring to other teams. This assists in identifying what needs to be implemented to address any recurring themes for staff leaving BCC</li> <li>• Data gathered is also taken to the CSCL Resource Meeting attended by operational managers where both compliance with the exit interview process and specific service/HR issues are addressed.</li> <li>• Q3 shows that the exit interview is now embedded as matter of routine.</li> <li>• Actions in relation to workload have been addressed and are reported at performance meetings</li> <li>• Career progression is now one of the features of the retention offer and monthly boards are held to manage this process.</li> </ul>	

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<p>Recommendation 2: Efforts should be made to address the underrepresentation of men in the social care workforce.</p>	<p>This was discussed at Workforce Development Board (WDB) on 22/4/16. The priority is to ensure that we attract competent social workers for permanent jobs, irrespective of their gender, as we still have too many agency workers. The gender of the workforce will continue to be monitored and benchmarked.</p>	<ul style="list-style-type: none"> <li>• From July 2016 to end December 2016. 8% of permanent staff were male and 92% female.</li> <li>• Nationally there are fewer men registering to undertake social work courses; this is an issue which is being addressed by the Social Work Reform Board.</li> <li>• In the same period there were 115 individual agency workers, of which 70% were female and 30% male.</li> <li>• In January 2017 20% of our social workforce were agency workers.</li> </ul>	
<p>Recommendation 3: Legal assurance should be sought around the implementation of Phase 2 of the South East Memorandum of Cooperation</p>	<p>A legal view has already been taken and incorporated into the Memorandum and the actions are deemed to be in line with employment law. The memorandum went live on 4<sup>th</sup> April 2016.</p>	<p>There is a South East Region Memorandum of Cooperation (MoC) for managing the demand and supply of Children's Social Workers across the south east region and with bordering councils.</p> <p>The purpose of this agreement has been to overcome some of the difficulties that many LAs have experienced in relation to agency worker quality, and cost in order that there is cooperation between local authorities. In order to manage the mis-match of requirements i.e. under supply and increased demand for social workers, it was felt that there needed to be a more collaborative and strategic approach, particularly in relation to managing agency worker supply and demand and associated costs.</p> <p>Buckinghamshire has signed this agreement along with 16 other authorities in the South East and</p>	

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		<p>regularly attends the quarterly update meetings. Since the MoC has been in place the agency rate has been capped, and the movement of social workers has slowed.</p> <p>Any children's social worker leaving a permanent contract will not be employed on an agency contract by another authority in the region within 6 months</p>	
<p>Recommendation 4: The Cabinet Member for Children's Services and Director of Children's Services should take a lead on developing collaborative approaches on workforce issues with other authorities both nationally and locally.</p>	<p>The Memorandum of Cooperation has been agreed following collaborations across a number of Local Authorities. The training officer and HR attend a number of regional meetings to enhance collaboration.</p> <p>Examples of Regional Collaborations</p> <ul style="list-style-type: none"> <li>• The Learning &amp; Development Team are involved in a number of regional and national collaborative groups covering: <ul style="list-style-type: none"> <li>• ASYE,</li> <li>• Step Up to SW,</li> <li>• Four Programmes Group – comprising Bucks, Oxfordshire and 4 Universities</li> <li>• Skills for Care Social Work Education Group – comprising Milton Keynes, Oxfordshire, Bucks and Berkshire (4 unitaries) + all HEI's feeding in.</li> <li>• National forums and best practice</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• The Memorandum of Cooperation (Moc) quarterly review meetings are attended by Buckinghamshire senior Social Care managers and HR representatives and provide an opportunity for colleagues to share information and best practice. Key information is relayed back to the Workforce Development Group that is also held quarterly inside the Council and the monthly social care Resource Group.</li> <li>• The organisation that facilitates the MoC, The South East Sector Led Improvement Programme (SESLIP) provides project opportunities to allow colleagues to collaborate e.g. they will be running a project on Audit and Quality Assurance Procedures.</li> <li>• We are also leading and involved in Newly Qualified Social Worker University programmes including the new graduate social work</li> </ul>	

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	workshops on related activities.	programmes - Step Up to Social Work and Frontline.	

*RAG Status Guidance (For the Select Committee's Assessment)*

	<i>Recommendation implemented to the satisfaction of the committee.</i>		<i>Committee have concerns the recommendation may not be fully delivered to its satisfaction</i>
	<i>Recommendation on track to be completed to the satisfaction of the committee.</i>		<i>Committee consider the recommendation to have not been delivered/implemented</i>