

NORTH YORKSHIRE CHILDREN'S TRUST BOARD

20 July 2009

One Children's Workforce Tool**1.0 Key Points**

- 1.1 Overall, the findings from the One Children's Workforce Tool [hereafter referred to as the Audit] were positive and demonstrate how far Children's Services in North Yorkshire have travelled, with staff committed to integrated working and understanding the importance of this in the work they do. There are a number of areas where we are doing well and could help others, such as: Training Programmes are moving towards becoming multi agency; regular cross team meetings are organised with updates from guest speakers; the implementation and training of CAF; and the introduction of Parent Support Advisers.
- 1.2 However, there are some key gaps and differences which require further development, such as: a perception that there is still too much focus on single agency issues; the use of too much jargon, which is especially a problem when communicating with customers; the need to improve communication of new initiatives like Lead Professional; over reliance on e-mails and internet access; some remaining uncertainties about information sharing.
- 1.3 There are things we can do to close these gaps, such as: providing further training on integrated working and increasing multi-agency training opportunities; developing a glossary of terms and review documents on a multi-agency basis with the involvement of children and young people; ensuring all agencies have meaningful representation at meetings (e.g. the Area Liaison Groups meetings); and considering different ways to communicate with staff, to ensure that staff are aware of the protocols and are effective in sharing information with each other.
- 1.4 Although completion of the Audit is considered by the CWDC to be voluntary, it is a requirement for continued funding. As such, and in order to continue to receive the CWDC Workforce Development Grant, this Audit will be repeated in 2010 and the planning of this will start in November 2009.
- 1.5 In order to reduce the gaps and achieve the actions proposed in the report, it is suggested that the Local Children and Young People's Workforce Development Strategy is aligned to the One Children's Workforce Framework and is founded on the findings from the audit and what needs to be done to support the progress towards an integrated and reformed workforce.

2.0 Recommendations

- 2.1 That the Board note the findings of the Audit and approve the actions proposed, as detailed on pages 8, 9, 10 and 11 of Appendix A.
- 2.2 That the Board consider what needs to be contained in the Local Children and Young People's Workforce Development Strategy.

3.0 Supporting Information

- 3.1 Appendix A is the complete report and action plan from the findings of the One Children's Workforce Audit which was carried out between 1st February and 30th June 2009. The Audit was a nationally developed on-line tool for Children's Trust Boards to measure against the One Children's Workforce Framework, "The Rainbow", how integrated services and working practices currently are.

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