

NORTH YORKSHIRE CHILDREN'S TRUST BOARD

16th November 2009

Workforce Development Update

1.0 Key Points

- 1.1** Update in relation to the procurement of multi-agency training relating to ContactPoint; CAF; Information Sharing; and Safeguarding.
- 1.2** Notification of what needs to be completed in relation to the CWDC One Children's Workforce Tool.
- 1.3** Notification of One Children's Workforce learning opportunities for partner organisations.

2.0 Recommendations

- 2.1** Trust members to note.

3.0 Multi-Agency Training Procurement

3.1 Procurement of joint training for CAF, ContactPoint, Safeguarding and Information Sharing is underway. The procurement exercise is being coordinated by Northern Procurement Group. The training specifications were submitted in September and the advertisement to tender was published in Children Now; TES; and the Guardian on 29th October 2009. The number of tenders will be managed with a Pre Qualification Questionnaire (PQQ) and shortlisted companies will be invited to tender during December. The eventual provider(s) will be selected after the closing date of 21st December and will be notified early January. CAF and ContactPoint training will commence February 2010. It is anticipated that the training will take 3 years to complete due to the number of staff requiring training.

3.2 An e-learning Information Sharing package has been developed together with an Induction package for Children & Young People's Services which are accessible through the Learning Zone. These packages are a prerequisite to the ContactPoint training and further information sharing guidance is covered as part of the CAF; ContactPoint; and Safeguarding training.

3.3 As part of the procurement specification an invitation to tender for Signs of Safety/Signs of Wellbeing/Solution Focused training has been included. This training is already taking place in individual services. The current training has been organised separately and whilst individually falls within the procurement regulations cumulatively it may not. Furthermore, there is currently little consistency in the approach and at least four slightly different approaches have been noted. This type of outcomes based approach is usual for

assessments, CAF, TYS etc. and it would be beneficial to identify an approved supplier which would provide consistency but would still allow for flexibility regarding service context.

3.4 One Children's Workforce (OCW) Tool

3.5 One of the conditions of the CWDC Workforce Grant is that we undertake an Integrated Working Self Assessment [the green arc of the OCW Rainbow]. There is a prescribe process for the Self Assessment which takes the form of a questionnaire which must be completed by 5 people from each sector as a minimum. We have no discretion in the assessment methodology or the wording of the questionnaire. The assessment will be overseen by the CT Workforce Development Group and needs to be completed and returned to the CWDC by 31st December 2009.

3.6 Also by 31st December 2009 the plan for completion of the OCW Tool for 2010 needs to be submitted to the CWDC. We will have far more freedom in designing activity for the full audit against all the arcs of the Rainbow. Again, the plan for this will be overseen by the CT Workforce Development Group. The plan requires DCS sign off.

3.7 One Children's Workforce Development Programme Version 2

3.8 The need for specific workforce development to support integrated working was recognised some time ago and as a result the One Children's Workforce Development Programme was developed. This has been revised and expanded, and Version 2 of the Programme is available through the Learning Zone. Certain workshops and briefings have been identified as beneficial for all partner organisations and attendance has been opened up for anyone working, or volunteering, with children and young people. Printed copies of the Programme will be sent out to each service.

3.9 The One Children's Workforce Development Programme includes for example: Managing Transformation Partnerships, information workshops [to explore current and future national and local policies such as Statement of Service and Vulnerability Checklist] and Supporting Transitions. Version 2 has been expanded to include: Involving Children & Young People in Service Planning and Development, Multi-Agency Working for front line staff and manager development of Influencing for Better Outcomes.

3.10 The Working in a Multi-Agency Environment workshops, are newly developed in conjunction with Brathay who delivered the national MATD training. The first workshop will be piloted on 1st December 2009 as part of The Coast Area Liaison Group Development day. The Influencing for Better Outcomes is also newly developed and will be piloted with the Children's Trust Workforce Development Group on 12th January 2010 and is it is planned to roll this out early in the New Year.

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