

WIRRAL CHILDREN'S WORKFORCE STRATEGY

Overview

1. In December 2008 the DCSF published its Children and Young People's Workforce Strategy. This strategy for the workforce had been developed with the support of a group of experts drawn from across the children and young people's workforce.
2. The core of the approach is to make sure that everyone who works with children and young people – whatever their role – has the skills, knowledge and motivation to do the best job they possibly can. They must be able to ensure that children and young people are safe and can develop and succeed across all of the outcomes which underpin Every Child Matters: being safe, staying healthy, enjoying and achieving, making a positive contribution and achieving economic well-being.
3. Prior to this, in Wirral, partners across the Children's Trust had been working on the development of a range of professional development programmes in conjunction with local HEIs and delivered on a multi-agency basis. This had also been developed together with the other Merseyside LAs within the context of the Learning Together Partnership. These programmes were proving very successful and participants were reporting them very valuable. However, maintaining the ongoing cohort numbers has been a challenge.
4. At the same time as the DCSF were launching their strategy, the Children's Workforce Development Council (CWDC) developed a framework to support the development of the children and young people's workforce. This framework identifies a number of inter-connected strands of development, all of which contribute to a coherent and effective workforce: **one** children and young people's workforce.
5. The Children's Workforce Development group (which has at least one representative from the greater majority of partners across the Trust) agreed that following the introduction of the strategy and framework that it is essential that we developed a clear strategy and priorities for delivery across Wirral. This has been called our Statement of Intent as we wanted to make clear commitments across the Trust, by managers, teams and individuals, to actions that would secure improved workforce development.

Recommendations:

That Wirral Children's Trust Board approve the Wirral Children's Workforce Strategy

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Appendices

- Appendix 1 Wirral Children's Workforce Strategy
- Appendix 2 Framework of Entitlement and Progression