

WIRRAL CHILDREN'S TRUST BOARD – 20TH MARCH 2012

WIRRAL CHILDREN'S TRUST WORKFORCE STRATEGY

1.0 Background

- 1.1 The Children's Trust workforce group has developed a new Wirral Children's Trust Workforce Development Strategy, draft implementation plan and impact evaluation criterion.

2.0 The new Children's Workforce Development Strategy

- 2.1 The strategy has been developed through a multi-agency working group, the membership and terms of reference are included in Appendix 1. The strategy sets out the strategic vision, principles and priorities for Wirral children's workforce for 2012-2015.
- 2.2 A draft implementation plan is included with the strategy. Some activities outlined in the implementation plan are underway. The plan will continue to be developed and finalised with a projected completion date of September 2012.
- 2.3 Delivery of the implementation plan will be carried out through the core workforce group with additional working groups convened as appropriate to drive forward specific areas of work.
- 2.4 Through Wirral Children's Trust there is the expectation that all organisations will commit to engage with the strategy. However as befitting our diverse workforce the expectation is that not all elements will be relevant to all organisations and agencies will engage with elements of the strategy as appropriate.
- 2.5 The development of an impact evaluation assessment included in the strategy provides a framework to evaluate the impact of the delivery of the strategy. It is proposed that an annual report will be presented to the Children's Trust Board outlining progress on delivery of the strategy and the outcomes achieved.

3.0 Recommendations:

- 3.1 That Wirral Children's Trust Board approve the strategy in principle.
- 3.2 That Wirral Children's Trust Board consider the strategy content.
- 3.3 That Wirral Children's Trust Board receive a further report in September 2012.

Appendices:

Appendix 1: Children's Workforce Strategic Group Terms of Reference and Membership

Report Author:

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Appendix 1

Wirral Children's Workforce Development Strategy Group

Terms of Reference

Children's Workforce Development has been established as a priority area for the Children's Trust. It is recognised that working in a coordinated way, with common visions, goals and protocols will help to deliver better outcomes for Children and Young People.

The Children's Workforce Development Strategy group seeks to achieve excellence by adopting the following shared priorities:

1. Develop our leaders and managers
2. Develop a strategic approach to recruitment
3. Create a single children and young people's workforce
4. Develop integrated working
5. Put safeguarding at the forefront of workforce development
6. Develop a workforce knowledge bank

Aims of the Group.

Ensure that children's workforce development delivers more integration and highly skilled staff by delegating powers to the Children's Workforce Development Strategy group who will provide regular reports on progress.

- To develop and deliver the Children's Workforce Development Strategy on behalf of the Children's Trust
- To embed wider commitment to inter and multi agency workforce development at strategic and operational levels
- To develop an Action Plan to deliver the strategy
- To deliver, monitor and evaluate the Action Plan
- To report progress on the delivery of the Children's Workforce Development Strategy to the Children's Trust.

Membership

Membership should be drawn from the range of agencies, departments and other organisations that work with children, young people and their families; who have the expertise, drive and commitment to make the strategy a reality.

Frequency

Meetings will be held on a bi-monthly basis, approximately 2 ½ hours in duration and will take place in the Professional Excellence Centre, Acre Lane, unless notified otherwise.

Attendance

Attendance from all core members is expected at all meetings. Attendance from other members is required on a subject specific basis. If people are unable to attend a meeting, they are required to provide an appropriate representative to attend on their behalf.

Review

Terms of reference will be reviewed on an annual basis.

Wirral Children's Workforce Development Strategy Group Membership - Draft

Division	Representative	Agency	Contact Details
All Meetings – Core Members			
HR/OD - Chair	Sue Blevins	CYPD, LHRAM	sueblevins@wirral.gov.uk
Social Care	Huw Wilkie or Tracey Coffey	CYPD	huwwilkie@wirral.gov.uk traceycoffey@wirral.gov.uk
Learning & Achievement	Sarah Howarth	CYPD	sarahhowarth@wirral.gov.uk
Early Years	Janet Devine	CYPD	janetdevine@wirral.gov.uk
Youth Services	Ian McCabe	CYPD	ianmccabe@wirral.gov.uk
Community Health		NHS	Ann Tattersall to identify a rep
Hospital	Amanda McDonough	WUTH	amandamcdonough@nhs.net
Voluntary/ Faith/ Community	Lynn Loughran	CVS	lynn.loughran@wirrallinkforum.org.uk
DASS	Gill Foden	DASS, LHRAM	gillianfoden@wirral.gov.uk
Parenting	Lynne Elton	CYPD	lynneelton@wirral.gov.uk
Schools	Julie Merry	EQ	juliemerry@wirral.gov.uk
Culture, Leisure & Sport	Boo Stone		boostone@wirral.gov.uk
Further & Higher Education	Andy Hamill Tracy McGinn Frith McCormack	Chester University Wirral Met College Edge Hill University	a.hamill@chester.ac.uk tracy.mcginn@wmc.ac.uk frith.mccormack@edgehill.ac.uk
Subject Specific Meetings			
Connexions		Connexions	
Youth Parliament		Youth Parliament	Ian McCabe to coordinate
Job Centre Plus	Stephanie Appleton / Debbie Beavers	Job Centre Plus	
Merseyside Police		Merseyside Police	
Mersey Fire & Rescue Service	Emma Dodd	Mersey Fire & Rescue Service	EmmaDodd@merseyfire.gov.uk
Mental Health			Hazel Griffiths Jones to identify a rep
National Apprentice Service	Mark Donnelly	NAS	Mark.Donnelly@apprenticeships.gov.uk