

CWDC North West Update August 2008



Welcome to the North West Regional Update, which aims to keep you up to date with the CWDC's national work and its implications for the North West region.

Reforming the Children's Workforce

As part of the work set out in *Building Brighter Futures: Next Steps for the Children's Workforce*, CWDC has been asked to support a range of initiatives to support local delivery. This includes production of a framework for workforce reform, supported by a self assessment tool and guidance.

CWDC has been working with a range of delivery partners like TDA, DCSF, Government Offices, DCSs, IDeA and workforce leads to develop the picture of a reformed workforce and a framework that allows people to chart their journey through this reform and identify their strengths and challenges.

The framework is the result of this work (a copy is attached). The key components of the framework are:

- Shared identity, purpose and vision
- Common values and language
- Behaviours focused on positive outcomes for children and young people
- Integrated working practices
- High quality, appropriately trained workforce
- Complementary roles focused around children and young people
- Capacity to deliver and keep children safe
- Outcomes focus

The framework describes the characteristics of a fragmented workforce and, at the other end of the spectrum, a reformed workforce. It also describes how this will look from different perspectives across the workforce.

The rainbow framework will provide the basis for a self-assessment tool, which will help local areas assess their progress on workforce reform. The tool is currently in development and will be 'road tested' in August through a series of three regional workshops. The workforce reform self-assessment tool will be trialled with all Children's Trusts this autumn.

As part of CWDC's core offer, each Children's Trust has identified a strategic lead for integrated working/workforce reform. This strategic lead will be the main point of

contact for CWDC around the workforce reform self-assessment tool and integrated working.

If you would like further information about the workforce reform framework or self-assessment tool, contact Nicky Horn, Regional Development Manager (North West) on 0113 390 7756 or email nicola.horn@cwdcouncil.org.uk

Integrated Working Events

As part of CWDC's ongoing support and guidance to Children's Trusts around integrated working and workforce reform, a number of events are planned from September 2008 through to March 2009. This includes two national conferences for the nominated Integrated Working/Workforce Reform strategic leads and a series of 9 regional events (which will feed into the larger conferences) for those managers involved in the operational development of Integrated Working/Workforce Reform (or those authorised to deputise for them).

The dates and venues for the two events for strategic leads are as follows:

Leeds - 28th October - The Marriott Hotel

London - 25th March - Novotel, St Pancras

The regional events for the North are:

Manchester – Thursday, 16th October - The Freemasons Hall

Leeds - Wednesday 17th December - Queens Hotel

Newcastle - Thursday 19th February - Assembly Rooms

If you are unable to make any of these dates, information about the events in other regions is available from the integrated working team (details below). The structure and content of these events is in development, but there are some priorities which we must address. These are:

- Training and development
- Guidance (for the CAF, Lead Professional etc)
- Self Assessment Tool
- Substance Misuse

In addition to these events CWDC's Integrated Working team are hosting three national events for anyone interested in integrated working. These are as follows:

24th November 2008 – Leeds

2nd December 2008 – Birmingham

4th December 2008 – London

Further details and booking information will be available on our website shortly.

If there is anything you would like to see covered by these national or regional events, please email the integrated working team at integratedworking@cwdcouncil.org.uk

Integrated Working Self-Assessment 2008

The Integrated Working Self Assessment was the first comprehensive assessment of integrated working to obtain the views of both strategic leaders and service managers across the country.

CWDC would like to thank all those who took part in the Integrated Working Self Assessment. The response has been very encouraging, with 97% of local areas participating. The deadline for completion was 11th July and the tool is closed for 2008.

The data is currently being collated and the following reports will be created from these self assessment findings:

- *Local area reports: September 2008*
A composite report will be developed from all the contributions made by colleagues in your local area. This will also include national average benchmark comparisons for each section.
- *Regional reports: September 2008*
A regional report will be compiled for the CWDC Regional Development Manager that includes the range of responses provided within a region, again benchmarking against national averages.
- *National report : August 2008 - publication September 2008*
A report will be compiled to provide a national picture of progress towards integrated working which will be shared with the Expert Group identified within *Building Brighter Futures: Next Steps for the Children's Workforce* and with ministers to shape policy development. It will also be used by CWDC as it develops its future support for local areas.

Further details about the Integrated Working Self Assessment can be found at <http://integratedworking.com>. Any issues relating to the self assessment should be directed to the Integrated Working team at integratedworking@cwdcouncil.org.uk

Workforce Strategy Partners Programme (WSPP) National Event

Learning through Sharing

25 September 2008, Central Hall Westminster

The Learning through Sharing event aims to share practice and learning around upskilling volunteers and staff in the third sector to work with children, young people and families. It also provides an opportunity for the WSPP local, regional and national contract holders and partners to share lessons learnt from the delivery of their programme of activity with the rest of the sector.

This event will be of interest to:

- WSPP local, regional and national pilot contract holders
- Local authority workforce development teams (responsible for partnership with WSPP contract holder)
- Staff and volunteers within third sector organisations responsible for upskilling staff and volunteers who work with children, young people and families
- Local, regional and national infrastructure organisations who support workers

Further information and booking details can be found on the CWDC website at <http://www.cwdcevents.org.uk/lts/>

CWDC Share! 2008/09

CWDC Share! has been developed to discover real life integrated working stories which can be accessed by the wider children's workforce. Following on from the success of the 07-08 CWDC Share! programme, CWDC has contracted with a further eight sites across England.

Each of the CWDC Share! projects will demonstrate how integrated working can really help improve the lives of children, young people and families. It will also outline the issues and barriers that organisations encounter and overcome in implementing integrated working, particularly around the role of the Lead Professional, including Budget Holding, and Supervision in Integrated Settings.

There are 3 projects in the North West region which will be sharing their good practice as part of 08-09 CWDC Share!. These are:

Supervision - Warrington Borough Council

Lead Professional including Budget Holding - Blackpool Children and Young People's Department

Working with the wider Children's Workforce - Aspire (Wirral)

A Share! newsletter which will give further details about all sites is being produced and will be available to download from our website at <http://www.cwdcouncil.org.uk/cwdc-share> by the end of August.

CWDC Regional Tours

Once a year, CWDC's chair, Michael Leadbetter and Chief Executive, Jane Haywood, visit each of England's regions. In 2008, they are visiting the North West region on **Monday, 6th October 2008**. A letter has been out to DCSs inviting them to join Michael and Jane for lunch at Haydock Park Racecourse on that day.

The Regional Tour will be an opportunity for DCSs to discuss challenges and issues around workforce development. You may want to give your DCS some additional context/encouragement to get this date into his or her diary. The theme for the Regional Tour in the North West is *Collaboration across local authority boundaries*.

CWDC Regional Events: Delivering Brighter Futures

CWDC's Delivering Brighter Futures event was held in Manchester on 25th June 2008. The event provided participants with an update on the progress of CWDC's work and gave them an opportunity to feed into DCSF's Expert Group and CWDC's developments in social work, safer recruitment, workforce reform and integrated working.

Key materials and feedback from these events are currently being prepared, including a summary conference report, supplementary papers and delegate materials. All those who attended will be sent an email alert informing them when the documents have been uploaded to the CWDC website...watch this space!

Target of 1000 NQSWs achieved

CWDC has been asked by the Department of Children, Schools and Families (DCSF) to develop a three year pilot programme for newly qualified social workers working in children's services to help them strengthen their skills, knowledge and confidence.

The three year pilot programme starts in September 2008 and will offer a year of supported induction for up to 1,000 newly qualified children's social workers working for local authorities and voluntary organisations across England.

If you would like to register your interest in the NQSW project, email nqsw@cwdcouncil.org.uk with your contact details and you will be sent updated information as soon as it becomes available. If you would like further information about NQSW please contact us on 0113 244 6311 or email us on nqsw@cwdcouncil.org.uk

For more information about CWDC's social work projects coming up in 2008 - 11 please see our

http://www.cwdcouncil.org.uk/assets/0000/1304/NQSW_DCS_letter_Annex_B_and_C.pdf

Remodelling Social Work Pilots

CWDC's Remodelling Social Work Delivery Pilots will develop and support innovative and pioneering social work delivery across England. The project will test out new approaches to social work deployment so staff expertise can be used more widely, enabling better direct work with clients.

Eleven pilot sites have been identified, which will be expected to demonstrate, explore and develop innovative evidence-based social work that:

- frees social worker time to enable more direct work with vulnerable children, young people and their families, leading to improved outcomes for service users
- Provides effective background support for social work staff to achieve better delivery overall.

Most of the sites will be launched by the end of September 2008 (launch date is classed as when all social workers are working in the pilot). The remodelling social work pilot sites in the North West region are:

Rochdale Children's Social Care, which aims to:

- To improve care planning for young people accommodated in our children's homes
- To offer improved and timely support to children on the edge of care to prevent accommodation where it is safe to do so.
- To offer ongoing support to children and their families in cases where children are rehabilitated home.

Wirral Council – Children and Young Peoples Department, which aims to

- To improve outcomes for vulnerable children and young people in Wirral by continuing to develop effective integrated services within multi-disciplinary teams, with a focus on remodelling social work delivery.

Further information about the Remodelling Social Work Pilots and the national conference will be posted on CWDC's website at:
<http://www.cwdcouncil.org.uk/social-work/remodelling>

Learning Development and Support Services (LDSS)

CWDC are holding a series of regional consultation events, which will provide those working within the Connexions service, Education Welfare and Attendance and Learning Mentor provision with the opportunity to learn more about the CWDC's plans with regard to support for the Learning Development and Support Services.

CWDC is keen to involve practitioners and operational and strategic managers in the consultations. The North West consultation event will be held at Manchester United Football Stadium on **23rd September 2008**.

An invitation and programme can be found on our website at
www.cwdcouncil.org.uk/ldss/news

A World Class Social Care Workforce - Consultation

CWDC is working with partners to develop a Professional Development Framework for people who work with children, young people and their families in social care jobs. Our aim is to improve the outcomes for children and young people using social care services, through an overarching framework that sets out the expected standards based on core behaviours and likely professional development pathways from induction onwards for children's social care.

Early exploration of the content of the Framework highlighted the need for Specialist Standards for Foster Carers and the development of Standards for Children's Residential Care Workers.

The Training, Support and Development Standards for Foster Care (launched in May 2007) take Carers through their pre-approval and first year of practice. We propose to develop Specialist Standards for Foster Care that will build on this knowledge gained and enable Foster Carers to further develop their practice and learning.

For Children's Residential Care, we are exploring Continuing Professional Development Standards which will apply to all workers following induction, through to more experienced or senior staff and managers.

In September and October of 2008 we will be talking to people about all of these exciting projects; the Children's Social Care Professional Development Framework, the Professional Standards for Residential Child Care Workers and the Specialist Standards for Foster Care.

We want to hear from you if you are a: foster carer, residential care worker, supervising social worker, manager, trainer, workforce development officer/manager, commissioner, or anyone else who can help us to make sure the Framework and Standards are the best they can be.

To find out more you we are holding a series of regional consultation events. The event in the North West will be held on **Tuesday, 21st September at Old Trafford Cricket Club**. Alternatively, let us know what you think through our website. For more information visit www.cwdcouncil.org.uk or to register online for the events from 11th August 2008 go to www.cwdcevents.org.uk/wcscw

New Playwork Qualifications

CWDC are working in partnership with SkillsActive to develop strategies to meet the needs of the playwork sector. The target is to have 4000 playworkers achieve Level 3 qualifications by 2011.

There has been an overwhelming response from applicants wishing to access one of 2,000 qualifications from September 2008, which have been made available through the first round of funding of the level 3 qualification initiative.

Consequently, from 17 July 2008 new applications will be considered for the second round of funding which provides an additional 2,000 qualifications from **September 2009**. This remains a fantastic opportunity and applications are still encouraged from anyone working in a playwork setting or about to join the play workforce in England.

Further information is available on CWDC website at <http://www.cwdcouncil.org.uk/playwork/faq> and SkillsActive website at <http://www.skillsactive.com/playwork>.