

Agenda

Children and Families Overview and Scrutiny Panel

Tuesday, 17 January 2023, 2.00 pm
County Hall, Worcester

All County Councillors are invited to attend and participate

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DISCLOSING INTERESTS

There are now 2 types of interests:
'Disclosable pecuniary interests' and **'other disclosable interests'**

WHAT IS A 'DISCLOSABLE PECUNIARY INTEREST' (DPI)?

- Any **employment**, office, trade or vocation carried on for profit or gain
- **Sponsorship** by a 3rd party of your member or election expenses
- Any **contract** for goods, services or works between the Council and you, a firm where you are a partner/director, or company in which you hold shares
- Interests in **land** in Worcestershire (including licence to occupy for a month or longer)
- **Shares** etc (with either a total nominal value above £25,000 or 1% of the total issued share capital) in companies with a place of business or land in Worcestershire.

NB Your DPIs include the interests of your spouse/partner as well as you

WHAT MUST I DO WITH A DPI?

- **Register** it within 28 days and
- **Declare** it where you have a DPI in a matter at a particular meeting
 - you must **not participate** and you **must withdraw**.

NB It is a criminal offence to participate in matters in which you have a DPI

WHAT ABOUT 'OTHER DISCLOSABLE INTERESTS'?

- No need to register them but
- You must **declare** them at a particular meeting where:
 - You/your family/person or body with whom you are associated have a **pecuniary interest** in or **close connection** with the matter under discussion.

WHAT ABOUT MEMBERSHIP OF ANOTHER AUTHORITY OR PUBLIC BODY?

You will not normally even need to declare this as an interest. The only exception is where the conflict of interest is so significant it is seen as likely to prejudice your judgement of the public interest.

DO I HAVE TO WITHDRAW IF I HAVE A DISCLOSABLE INTEREST WHICH ISN'T A DPI?

Not normally. You must withdraw only if it:

- affects your **pecuniary interests** **OR** relates to a **planning or regulatory** matter
- **AND** it is seen as likely to **prejudice your judgement** of the public interest.

DON'T FORGET

- If you have a disclosable interest at a meeting you must **disclose both its existence and nature** – 'as noted/recorded' is insufficient
- **Declarations must relate to specific business** on the agenda
 - General scattergun declarations are not needed and achieve little
- Breaches of most of the **DPI provisions** are now **criminal offences** which may be referred to the police which can on conviction by a court lead to fines up to £5,000 and disqualification up to 5 years
- Formal **dispensation** in respect of interests can be sought in appropriate cases.

Children and Families Overview and Scrutiny Panel

Tuesday, 17 January 2023, 2.00 pm, County Hall, Worcester

Membership

Councillors:

Cllr Steve Mackay (Chairman), Cllr David Chambers (Vice Chairman), Cllr Dan Boatright, Cllr Kyle Daisley, Cllr Nathan Desmond, Cllr Matt Jenkins, Cllr Jo Monk, Cllr Tony Muir and Cllr David Ross

Co-opted Church Representatives (for education matters)

Mr T Reid (Church Representative - Church of England)

Parent Governor Representatives (for education matters)

Mr M Hughes (Parent Governor Representative)

Agenda

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1	Apologies and Welcome	
2	Declaration of Interest and of any Party Whip	
3	Public Participation Members of the public wishing to take part should notify the Democratic Governance and Scrutiny Manager in writing or by e-mail indicating both the nature and content of their proposed participation no later than 9.00am on the working day before the meeting (in this case 16 January 2023). Further details are available on the Council's website. Enquiries can also be made through the telephone number/e-mail address listed in this agenda and on the website.	
4	Confirmation of the Minutes of the Previous Meeting (previously circulated)	
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Agenda produced and published by the Democratic Governance and Scrutiny Manager (Interim Monitoring Officer) Legal and Governance, County Hall, Spetchley Road, Worcester WR5 2NP. To obtain further information or hard copies of this agenda, please contact Alyson Spall/ Alyson Grice 01905 844962 email: scrutiny@worcestershire.gov.uk

All the above reports and supporting information can be accessed via the [Council's Website](#)

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NOTES

Webcasting

Members of the Panel are reminded that meetings of the Children and Families Overview and Scrutiny Panel are Webcast on the Internet and will be stored electronically and accessible through the Council's Website. Members of the public are informed that if they attend this meeting their images and speech may be captured by the recording equipment used for the Webcast and may also be stored electronically and accessible through the Council's Website.

CHILDREN AND FAMILIES OVERVIEW AND SCRUTINY PANEL

17 JANUARY 2023

STARTING WELL PARTNERSHIP – SCHOOL HEALTH NURSING SERVICE

Summary

1. The Interim Director of Public Health and representatives from the Herefordshire and Worcestershire Health and Care NHS Trust (HWHCT) have been invited to attend the meeting to provide an update on latest developments in relation to the Starting Well Partnership (SWP) Service with a focus on the School Health Nursing service.

Background

2. The Panel has requested an update report on the SWP service to:
 - a. give the context of where the School Health Nurse (SHN) service is situated
 - b. explain how the SHN role has changed in response to children and young people's (CYP) needs
 - c. provide information about the current engagement process taking place with schools and children/young people and to understand their needs from the service
 - d. highlight the impact of Covid on staffing issues and difficulties to recruit

The Starting Well Partnership

3. The SWP has delivered public health nursing services for children, young people and families across Worcestershire since April 2020 and is funded by Worcestershire County Council Public Health. Led by the HWHCT, the Partnership brings together professionals from Barnardo's, Action for Children, and Redditch Borough Council to support 'parents to be' and their children during the early years and as they move through school towards adulthood.
4. Working alongside local organisations and community groups including schools, the Partnership identifies and addresses health and wellbeing needs by empowering families and young people to access support networks and groups in their local community.
5. Six district teams bring together Health Visitors, Parenting Support Workers, Community Nursery Nurses, School Health Nurses (SHNs), Health Care Support Workers (HCSWs), Volunteer Coordinators, Community Health Connectors, Business Support Officers, and Administrators to deliver services into their local communities.

Worcestershire's School Health Nursing offer

Provision	Summary	Current position
Annual Conversation with Schools	Each year the named SHN will meet with each school to discuss the SHN provision for the coming year. It is to also understand the needs of each school.	Due to staffing capacity the schools in the most deprived areas have been prioritised.
Access & Response – ART (Triage)	SHNs assess and triage each incoming referral, ChatHealth message and School Screener response that comes into the service. This is to ensure a streamlined, consistent response.	SHNs cover the ART every day 8.30am - 4.30pm.
School Screener health needs assessment questionnaires	<p>The early identification of the child and young person's needs is gained using the School Screener health needs assessment questionnaires. SHNs use a needs assessment to determine targeted interventions which can be met within the service or the need for more specialist interventions that require referrals or clear signposting.</p> <p>The SHN will provide health needs assessment at three key transition points:</p> <ul style="list-style-type: none"> •Reception (4-5 years old, completed by parent) •Year 6 (10-11 years old, completed by young person) •Year 9 (13-14 years old, completed by young person) 	<p>Due to the staff capacity issues, the schools within the most deprived areas received the school screener questionnaire in September 2022 within the reception years. The SHNs are currently responding to and actioning these. In January 2023 the Year 9 school screener assessment questionnaires will be provided to young people in the schools within the most deprived areas. In the spring term, the Year 6 children will partake in the questionnaires.</p> <p>Once fully staffed, all the schools within these 3 age groups will receive the questionnaires, not just those within the most deprived areas.</p>
School Screener 'COHORT' Data outcomes	<p>School Screener health needs assessment questionnaire results also produce 'cohort data' themes for the individual schools e.g., 'bullying, obesity etc. Together with National Child Measurement Programme (NCMP) results this information can also be shared with schools by the SHN when discussing school profiles.</p> <p>Actions may include 'Health Clubs' led by HCSWs in schools and Community Health Connector events in the community</p>	Awaiting the cohort data reports for the reception year results.

ChatHealth	Young people needing advice or support can access ChatHealth - a confidential text service which puts them in touch with SHNs. It is a secure and confidential text messaging service available to 11-19-year-olds that offers a way for young people to contact SHNs easily and anonymously for advice on issues such as, bullying, emotional health, relationship problems, alcohol, and drugs.	The Chathealth service is overseen by SHNs Monday - Friday.
National Child Measurement Programme - Reception & Year 6 This is a nationally mandated annual programme.	The HCSWs undertake the weighing and measuring of the young people. If there are any issues for the children following these measurements the SHN team can provide healthy living advice and engage families onto the HENRY programmes. HENRY is a parenting programme that supports Healthy Lifestyles. Children, young people and their families can also self- refer for any concerns they have for their weight or lifestyles.	This was paused nationally during the pandemic in 2020 and 12% of schools in 2021 were measured. 2022 saw a return to all children being measured.
Drop-in arrangements	Due to the pandemic and staffing capacity these have been paused in many schools.	A survey currently underway asking teachers and young people how they would like access to the SHNs – if they would like a drop-in, how would they like this delivered. There is one secondary school drop-in per district being delivered to aide experience for new staff and SHN students.
Sexual Health Service	This is promoted through the Chathealth service.	SHNs responding to sexual health support as needed.
Parents' evenings and New Starter evenings	Attendance at parents/carers events e.g., parents' evenings to raise the profile of the service, deliver public health messages and offer information and advice	Due to staffing capacity these have not been attended. The service is currently devising videos and information to be disseminated at these sessions.
One to one support for young people for improvement	By referrals from schools, self-referrals from families and young people themselves, the SHNs can provide a 6-week package of low-level mental health one to one	Over the past 6 months the SHNs have had the WRAPP training and have now started taking referrals for this provision. One to one low level

<p>of poor emotional wellbeing or behavioural issues</p>	<p>support through the Wellbeing, Resilience and Positivity Programme (WRAPP). The WRAPP sessions can be delivered with the young person within their home, their school or in a venue within the community. The SWP service works very closely with the 'Mental Health in Schools' service, 'Reach 4 Well-being' and other mental health provisions available from other providers, including voluntary organisations. The service works with these providers to ensure that there is no duplication within the provision and the best placed service is provided, where able, for the individual young person.</p> <p>The online low level mental health provision is also promoted to schools and young people are signposted to these such as Young Minds and Kooth.</p>	<p>mental health support is also given to young people on an ad-hoc basis, through self-referral, or through the Chat Health provision.</p>
<p>Health Promotion</p>	<p>SHN teams will provide access to a range of health-related information through a variety of media e.g., apps, websites, posters. This will include contact details for the service and information/advice on a variety of health and wellbeing topics.</p> <p>Work is underway to develop pre-recorded health education programmes of care, so that these can then be available to parents/carers out-of-hours. This provides opportunity for those who may normally need to take time off from work or prefer not to access face to face services, to have access to advice and support from a School Nurse at a time that is convenient to them.</p>	<p>Many health promotion events have been facilitated across the county within community settings such as libraries, shopping areas and local parks.</p>

Launch of the service and effects of the pandemic

- At the beginning of the pandemic, when the SWP would have launched its services, the Public Health Nurses (Health Visitors and School Health Nurses)

paused their services as nationally mandated to do so. However, the service continued to support the most vulnerable children and families, all new birth visits, and health checks for the youngest babies. As provision increased there were further impacts of the pandemic on the service:

- Impacting on staff sickness, workload, and time available to implement, offer support and follow up. This was compounded by high vacancy rates.
 - School closures in the spring of 2020 and again in early 2021 have necessitated a pause in work directly in schools.
 - More challenging to communicate effectively with schools because of closures and restricted visiting, as well as the need for both schools and Public Health Nursing teams to prioritise response to the changing situation in the pandemic.
 - Slowing the rate of the School Screener roll out and response rates, described below, when schools remained closed.
7. To ensure the schools and families continued to have access to the school nurse service, a referral form for schools was introduced in October 2022 and ChatHealth, a confidential text service, was also promoted for young people to be able to access the School Health Nurse (SHN) anonymously for support. Virtual sessions were also made available.
 8. For parents there were workshops and parenting groups made available via virtual means, the SWP was also able to access additional funding to loan laptops for those families who had no means to access virtual provision.
 9. During September 2022 a 'SHN Access and Response' triage system was also implemented. This enabled SHNs to have insight of all incoming work for SHNs. They can act swiftly to the need and provide some information to families including young people. If the family need more support, then this work will be passed to the SHN within the appropriate district. This way of working has already seen many benefits; quicker responses, streamlining systems to save SHNs' and administrators' time. A full evaluation of this system will be undertaken in March 2023.

School Health Nursing service – Numbers of School Nurses, schools and school-aged children and young people

10. The SHNs form part of the SWP team. There are 27 whole time equivalents (wte) SHNs within the service offer. Half of these are Specialist Public Health Nurses with specialist public health expertise and the other half being Community Staff Nurses. The School Health Nurses are also supported by 10 wte Health Care Support Staff.
11. These SHNs serve the 99,196 5–19-year-olds within Worcestershire (2019 data) in the following schools:

School	Number of schools
Primary	176
Middle	19
Secondary	30
Pupil Referral Units	4
Total	243

12. The SHNs also support any child or young person not in education, e.g. Home schooled children.

Capacity and Recruitment of School Health Nurses

13. Nationally, there is a shortage of SHNs. According to the Royal College of Nursing, the number of school nurses has fallen by 30 per cent over the past decade and the effect of this is seen in Worcestershire. Feedback gained from SHNs is that they are leaving the profession due to the increasing safeguarding work, burnout, and few opportunities for career progression.

14. Over the last 4 years there has been an average of 4 wtes leave the service per year and an average of 2 retirements per year. In the last 2 years 50% of SHNs aged 55 years and over, who have retired, have returned on less hours. Over the next 2 years there is a potential 10 SHNs who may decide to retire when they reach 55 years of age.

15. At the time of this report the Worcestershire SHN capacity is as follows:

Post	Should have in post (wte)	Those that are in post (wte)	% in post	In post after sickness/ maternity leave (wte)	% of those in post after sickness/ maternity	WTE Gap after sickness/ maternity leave (wte)	Currently being inducted (wte)
Specialist SHN Band 6	13.30	11.46	86%	11	82%	1	0
SHN Band 5	13.30	8.11	61%	4.12	31%	9.3	0.60 wte
TOTAL	26.60	19.57	74%	15.12	57%	16	0.60

57% of the funded SHN posts are currently working in the service.

16. There have been 6 wte SHN's recruited who will start between January and September 2023. The SHNs commencing in post in September are a mixture of new graduates and newly qualified Specialist Public Health Nurses. Recruitment continues.

17. To mitigate the effects of those SHNs leaving the profession, a significant amount of recruitment has taken place within the SWP. This, in the main, has been for the Community Staff Nurses, most of which have no previous experience of school health nursing, and some have been newly qualified nurses. The aim is for the service to 'grow their own' Specialist Public Health School Nurses by providing work-based experience and training.

18. Once in post for two years these nurses are encouraged to access the Specialist training. The usual funding is for 2 nurses per year to be trained, however the service is looking to increase this number. This training takes one year at university and the students spend 2 days per week within the workplace. Whilst

this approach is supporting the SHN workforce of the future, it does have an impact on the nurses currently in post. The SHN must train and assess these students in addition to their usual workload. This is further impacted by the additional workload due to vacant SHN posts.

19. The Service has used some of its underspend to add capacity within the Herefordshire and Worcestershire Health and Care NHS Trust Integrated Safeguarding Team (IST) to take some of the workload away from the core SHN service. Capacity can be built within this team more easily as a short-term measure due to the nature of the work. The team have been able to attend the children and young people's strategy meetings that SHNs previously had to attend.

School Health Nurse team and schools

20. Whilst school is a key place to deliver services it needs to be recognised that School Nursing services are for the school aged population and therefore need to extend beyond the school to provide support in the communities that they live and beyond the school day.

Introduction of the School Screener Health Needs assessment questionnaire

21. Before the current contract schools had 2-3 hours of SHN time each week per Secondary school. This time included a drop-in, which encompassed sexual health support and one-to-one appointments to see children and young people. However, there are now core elements of the service that are '**Universal in Reach – Personalised in Response**' which is based on 4 levels of service depending on individual and family needs: community, universal, targeted and specialist levels of support.
22. The School Screener Health Needs assessment questionnaire is how the service will achieve this in Worcestershire. The electronic questionnaire is a universal way of gaining health and well-being information for the individual child and young person.
23. The assessment questionnaires are designed for self-completion, by parents in the case of reception age children and the young person themselves in Years 6 and 9. Depending on the responses received, the system raises a series of flags for triage: red, amber, or green. Each response highlights the need, e.g., if a young person ticked that they self-harm on the questionnaire this would trigger a 'red flag' on the School Screener system. The SHN would then contact the young person and the response to this need would be personalised accordingly.
24. In 2021, the service piloted this way of working with 5 schools who expressed an initial interest in the pilot: 3 primary and 2 secondary schools. For the results from the pilot see **Appendix 1**.
25. In October 2022 the service rolled out the School Screener to primary schools and prioritised the schools within the most deprived areas. In the future all schools will be asked to take part in this, however, staffing capacity enabled us to carry out the school screener in 60 schools.

26. 283 parents/carers completed the Health Needs Assessment for their child from the 60 schools taking part. Of these, 34 resulted in 'red' flags. The School Health Nurse teams are currently working through these red flags and then will respond to the amber flags.
27. Once each school year cohort has completed their questionnaires and these have been acted upon, a cohort report can be provided to all schools to show the outcomes. This report will show various themes arising in the year group such as childhood obesity, lack of dental care, management of behaviour, families struggling to feed their children. The SHNs will share this report with schools.

Engagement with schools

28. Whilst relationships between schools and the SHN service had some challenges during the pandemic and recovery period, the SHN service has introduced the 'Annual Conversation' to help improve on this. The conversation template is attached as **Appendix 2**. Each year the named SHN will meet with each school to discuss the SHN provision for the coming year. It is also to understand the needs of each school. At this meeting, the results from the School Screener cohort will be shared, together with any other information the SHN may have in relation to the health needs of the children and young people. It will be the forum where the SHN can further explain the SHN service offer, and the schools can, in turn, share their challenges. This information is then taken back to the wider SWP team to look at how best the partnership can support that school.
29. From September 2022 to December 2022, the SHNs have focused on those schools within the most deprived areas initially due to staff capacity. The following Annual conversations have taken place:

Primary schools	15
Middle schools	8
High schools	12

Co-production with Schools and Young people

30. In addition to the annual conversations, teachers and young people are currently being asked to complete a survey on elements of the SHN service. It asks what they would find useful from the service and how they would like to access SHN provision. An example of this is the school drop-ins. Previously, schools would have had a SHN drop-in. These usually took place within the lunch hour; however, many schools have since reduced the lunch break to half an hour, as a result, the SHNs saw a decline in young people attending. The survey results from young people, so far show that they would like a variety of options to access the SHNs, school drop-in, community drop-in, virtual and text access. The survey is still open, when closed, the results will be collated, and service planned according to the feedback gained.

Safeguarding

31. Safeguarding children is embedded through the model as School Health Nurses have a vital role in keeping children safe and supporting local safeguarding arrangements. With the current capacity within the SHN team being 57%,

approximately 50% of current SHN time is spent on Safeguarding work. Reduced staffing has impacted significantly on the existing workforce and with the increase in the level of safeguarding across the County has further impacted on their ability to deliver the full school nurse service. Only being able to deliver a small proportion of the public health school nurse service together with the high level of safeguarding has led to poor morale for the SHNs in post. **Appendix 3** sets out the increase in safeguarding work.

Early Help assessments

32. Previously, the SHN would have met with some schools to discuss certain children and young people that may have emerging needs, often these were called Vulnerability meetings. Whilst the service plans to continue to have these meetings, especially to discuss the School Screener health questionnaire results for some children and young people, the SWP service will be encouraging schools to adopt them as 'Early Help meetings' and gain the consent from families and young people, as per guidance, to discuss a potential Early Help Assessment and plan for these children. The SHN and other SWP team members may be involved as appropriate.

Outcomes

33. Whilst the SHN service must build on current achievements, there is more progress to be made. This is partly due to the impact of the pandemic and staff capacity issues. Whilst the service is unable to report on the numbers of young people and children seen due to current national issues with electronic patient records, it should be noted that despite this some positive work has been undertaken.

Referrals

34. From when the referral form for schools was introduced in October 2022, the service has received 70 referrals for School Health Nursing.

Safeguarding

35. The service has undertaken the work as seen in Appendix 3 as a priority despite only having 57% of the workforce e.g., following up A&E attendances, safeguarding work and the looked after children health assessments, most of which have increased in numbers.

ChatHealth

36. This confidential text service has also been promoted for young people to be able to access the SHN anonymously for support and there has been an increase in those contacting the service and being supported by the SHN.

Year	How many messages from Young People received into Chathealth and responded to by SHN	Main themes.
2019	517	<ul style="list-style-type: none"> • Emotional well-being • Sexual health • Weight management • Drug and alcohol • Covid advice • Deliberate self-harm
2020	1,813	<ul style="list-style-type: none"> • Covid-19 Advice • Deliberate Self Harm • Emotional Well Being • Sexual Health
2021	1,776	<ul style="list-style-type: none"> • Covid-19 Advice • Deliberate Self Harm • Emotional Well Being • Sexual Health • Weight Management
2022	Awaiting figures from Chathealth	Awaiting themes from Chathealth

Parenting Groups offered to Parents/Carers of school aged children

	April 2021 – March 2022	April 2022 – September 2022 (6 months)
Number of Parents attending	211 parents	299 parents
Improved parenting capacity after attending parenting groups	Average of 80% showed improvement	Average of 86% showed improvement

Staff

37. SHNs have been part of a Task & Finish group that has looked at every element of the service to see how it could be improved for families. Part of this has been updating of pathways to ensure they are evidence based and reflect the high impact areas so families will get the best service.
38. The service has ensured that the staff have received training tailored to meet the high impact areas and the pathways in place. This includes ongoing WRAPP training and the roll out of WRAPP.
39. The service has implemented a Project Manager role that oversees, supports, and guides all new staff and students to ensure their induction and placements

are positive ones which will in turn aid retention. This way of working has had positive feedback from newcomers.

40. Despite the staffing issues the service has been committed to providing new staff and students with positive experiences and has facilitated a school nurse drop-in in one school per district to promote learning for new starters at a time of stress within the service.
41. Extensive, successful recruitment has taken place that will support the workforce for the future.
42. The team has received excellent feedback for comprehensive Looked After Children health assessments being undertaken.

Systems and processes

- Innovative work within the service's systems and processes will help improve outcomes.
- Annual conversation with schools which will include the themes and data from the School Screener.
- The development of the Access and Response team (Triage) and online referral form for ease of access for schools and other professionals.
- Development of pathways for enabling home schooled children, young people, parents, and carers to access the service.
- Marketing plans are now in place to promote Chathealth and other elements of the service.

Purpose of the Meeting

43. The Panel is asked to:

- Consider and comment on the information provided on the School Health Nursing service within the Starting Well Partnership;
- Agree any comments to highlight to the Cabinet Member; and
- Determine whether any further information or scrutiny on a particular topic is required.

Supporting Information

Appendix 1 - School Screener Health needs questionnaire pilot response rate and 'flag' outcome

Appendix 2 – Annual Conversation with Key Teacher

Appendix 3 – Current Safeguarding Demand data

Contact Points

Alyson Grice/Alison Spall, Overview and Scrutiny Officers Tel: 01905 844962/846607

Email: scrutiny@worcestershire.gov.uk

Background Papers

In the opinion of the proper officer (in this case the Democratic Governance and Scrutiny Manager (Interim Monitoring Officer)) there are no background papers relating to the subject matter of this report.

[All agendas and minutes are available on the Council's website here.](#)

Appendix 1

School Screener Health needs questionnaire pilot response rate and 'flag' outcome

	Cohort	Not tested	Red	Amber	Green	% Response rate
Primary school 1 Reception	64	39	9	2	0	17.2
Primary school 1 Year 6	50	41	8	0	1	18.0
Primary school 2 Reception	55	50	3	1	1	9.1
Primary school 2 Year 6	55	38	9	5	3	30.9
Primary school 3 Reception	60	39	12	6	3	35.0
Primary school 3 Year 6	60	22	24	9	5	63.3
High school 1 Year 9	252	226	11	10	5	10.3
High school 2 Year 9	144	61	33	38	12	57.6
Total	740	516	109	71	30	28.4

Appendix 2

Annual Conversation with Key Teacher

*The SHN 'offer' to each school maybe different, according need and circumstance including School Nurse availability, room availability in school.

Date: <i>(to be added at the time of the conversation)</i>	Head Teacher / Named School Link: School/Setting: <i>(to be added at the time of the conversation)</i>	What happens with this form? Please complete all areas of this form with the Key Teacher and save a copy of this form Once complete the SHN and Key teacher to sign and have a copy.
Contact Names / Details DSL: SENCO: Head of Pastoral Care: Heads of Year: <ul style="list-style-type: none"> • 7: • 8: • 9: • 10: • 11: Head of Sixth Form:	Numbers of Children <ul style="list-style-type: none"> • LAC: • CPP: • CIN: • Early Help: • Free School Meals: • Pupil Premium: • English as a foreign Language: • Refugees: • EHCP: • NEET: • Young Carers: 	Key Themes for School from Screener: School priorities: Current School Provision: ie: Counsellor, Blues, West Team, Act on it team Room Availability: Break Times:

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Key:

Primary Age Offer

Secondary-High School Age Offer

Offer to all ages

Core Offer for Primary aged children and High school aged children	Areas of discussion for clarity:	<i>Agreed details of the Universal Delivery</i>
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		Confirm space arrangements needed and working arrangements:
<p>Chat health 11-19 year olds</p> <p>Confidential Texting Service: 07507 331750 / 9-4 Monday to Friday</p> <ul style="list-style-type: none"> Send flyers, cards, banner and video's to school <p>Chat Health Video: https://youtu.be/Bjl4WQ23f8Y</p>	<p>Are school happy to have a banner, poster, cards and videos to share in assemblies, newsletters, school website?</p> <p>Chat Health School Champions Year Group / Numbers / Meetings</p> <p>School Engagement workshops after October half term in some schools</p>	
<p>Website/Social media information</p> <ul style="list-style-type: none"> New Starting Well Partnership website - https://www.startingwellworcs.nhs.uk/ Wyre Forest Facebook page - https://www.facebook.com/StartingWellWyreForest Redditch and Bromsgrove Facebook page - https://www.facebook.com/StartingWellRB South Worcestershire Facebook page - https://www.facebook.com/StartingWellSouthWorcs 	<p>Does the school have links to the Starting Well website on their school websites?</p> <p>Could the SHN 'Offer/Information' be included on school newsletters?</p>	
<p>Referrals</p> <p>School to send all referrals to ART (Access and Response Triage)</p>	<p>Referral form on Starting Well Partnership under website: https://www.startingwellworcs.nhs.uk/shreferral</p>	
<p>T4U Session arrangements</p> <ul style="list-style-type: none"> Emergency Contraception provision Pregnancy Testing Sexually Transmitted infection referrals Condom Provision Healthy Relationship advice Health Promotion Emotional Health Advice / Support Children on Child Protection, child in need looked after children plans - may need face to face appointments and appointments maybe accommodated outside of drop in. <p><u>Face to Face / Teams appointments</u></p>	<p>Ascertain if school is unable to provide the appropriate space for a safe drop-in, then unfortunately, we will be unable to provide a face to face drop-in.</p> <p>Face to Face - this could be more frequent if school and SHN staffing levels/workload allows.</p> <p>All day - This will depend on school room accessibility etc. The SHN could only be free to the YP and school at specific times and for specific periods of times if based all day within schools. If the SHN needs to attend a virtual Safeguarding meeting etc- a 'do not disturb' sign may be placed of the door.</p> <p>If the school is unable to share Wi-Fi passwords, then unfortunately, we will be unable to offer this service.</p>	<p>Sessions currently on hold due to staffing capacity in Localities. This will be reviewed on feedback from Young people.</p>

<ul style="list-style-type: none"> • SHN may wish to stay in the school all or most of the day to enable access for YP to see SHN if their lunch breaks are staggered etc (SHN will do their other work, not just seeing CYP) • SHN's may use a drop in to follow up with YP after an A&E attendance or DA log or Get Safe notifications • Will need Wi Fi access within school • Will need confidential room that is well ventilated to see CYP preferably can have the windows open / Secure storage • Ideally the room should be near to a toilet in case a YP needs a pregnancy test, • School would have to pre-arrange the appointments and liaise with SHN regarding the pupils they need to see. • Link Member of staff needs to be identified to support access to appointments for pupils • Explanation why SHN needs to wear PPE 	<p><i>Clarify the disposal of PPE in school, where to dispose of aprons and gloves etc. Will it be the SHN responsibility to clean the rooms after use? If it is, are school ok if we bring in our own cleaning equipment.</i></p> <p><i>This could be more frequent if school accessibility and SHN staffing levels allow.</i></p> <p><i>Clarify email use for YP</i> <i>Clarify internet safety</i></p> <p><i>Clarify cleaning arrangements</i></p>	
<p>WRAPP</p> <ul style="list-style-type: none"> • This is a 6 week programme which aims to build emotional resilience. A mental Health assessment will need to be completed prior to any offer of the programme and risk assessment completed. The programme can be delivered face to face or virtually to children aged 11-19 within Secondary Education. • Emotional support is offered around, relationships, sexual health advice (if school allows this), drugs, alcohol and smoking issues and self-harm, gender identity, sexual orientation, low mood, healthy weight management etc. • SHN's can email worksheets/information to young people and talk them through these either face 2 face, virtually using Teams or on the phone. • Please note the YP may not want this information posted to them at home. 	<p><i>F2F</i> <i>Phone</i> <i>Teams</i></p>	
<p>Early Help discussion meetings (*Previously vulnerability meetings)</p> <ul style="list-style-type: none"> • Schools may wish to have Early Help discussions around vulnerable children with parental consent and can invite SHNs to attend 	<p><i>Clarify what the school would prefer to do for Early Help meetings</i> <i>Phone</i> <i>Teams</i> <i>F2F</i> <i>Termly? As needed?</i></p>	

<p>Universal Assessments</p> <p>School Screener Digital Assessment Platform: https://schoolscreener.com/</p> <p>SHN will carry out health screening to reception, Year 6 and year 9 children. (Priority will be given to high IMD Schools)</p> <ul style="list-style-type: none"> • Reception Children: 19th September until December 2022. • Year 6 children: Beginning of Summer term until Sats in May 2022 • Year 9 children: January – Easter 2022 <ul style="list-style-type: none"> • This way of screening will highlight to the SHN, and the school, CYP who may need additional information or support, this may include signposting to online support for enuresis, healthy eating etc. • The School Screener also provides whole year group data identifying emerging themes such as obesity issues etc, which we will share with you in supporting your School Improvement plans. • Audiology screening for reception children will be offered via school screener from Nov 2022 • The National Child Measurement programme for reception and year 6 children will be offered via School Screener in the Spring Term 2023 	<p><i>Ensure the school is aware of this and clarify schools will need to enable access to the YP to complete these.</i></p> <p><i>Videos have been developed for parents and school administrators to explain the new way of working. There is also a step by step infographic for parents on how to register on the Parent Portal:</i></p> <p><i>School Video:</i> https://www.youtube.com/watch?v=3QlozleacGU</p> <p><i>Parent Video:</i> https://www.youtube.com/watch?v=QUO22QXeoZ8&t=8s</p> <p><i>Parent Infographic:</i> https://schoolscreener.com/infographic-download/</p> <p><i>Clarify that the school will be given the data for the cohort of children from the school screener in regards to themes etc</i></p>	
<p>Parenting Partners Offer – Virtual and face 2 face Evidence based parenting groups are offered by our Parent Support Workers. Parents of children aged 0-19 years can access this via a self-request or a professional referral on this link.</p> <p>https://www.startingwellworcs.nhs.uk/request-support</p> <p>More information on the evidenced based courses available are on the new Starting Well Partnership website.</p> <p>https://www.startingwellworcs.nhs.uk/parenting-groups https://www.startingwellworcs.nhs.uk/familyhubs</p> <p>If school would be interested in hosting a parenting group please contact your District Parenting Provider:</p>	<p><i>Would the school like a copy of the parenting booklet emailed to them?</i></p> <p><i>*TRANSCAKE VIRTUAL GROUP FOR YOUNG PEOPLE aged 13-19 WHO ARE LGBTQ or GENDER QUESTIONING AND SAFE SPACE A VIRTUAL SUPPORT GROUP FOR PARENTS with young people of any age.</i> https://www.startingwellworcs.nhs.uk/identity</p> <p><i>Virtual and Face 2 Face Groups:</i></p> <ul style="list-style-type: none"> • <i>Birth and Beyond</i> • <i>Peep</i> • <i>Henry (Up to age 5)</i> • <i>Henry Growing up (Primary age)</i> • <i>Understanding your baby</i> 	

<p>Wyre Forest: Barnardo's</p> <p>Malvern, Wychavon & Worcester: Action for Children:</p> <p>Redditch and Bromsgrove: Redditch Borough Council</p>	<ul style="list-style-type: none"> • <i>Understanding your Child</i> • <i>Understanding your Child with ASD</i> • <i>Understanding your Teen</i> • <i>Incredible Years</i> • <i>Incredible Years ASD</i> • <i>Fussy Eating Webinars</i> 	
<p>Contact details</p> <p>Ensure school has contact detail of the service and generic district email address</p> <p>Starting Well Partnership: One Simple Number: 01905 520032</p> <p>Website address: www.startingwellworcs.nhs.uk</p>		
<p>Other comments/discussions:</p>		

Appendix 3

Current Safeguarding demand data

A&E notifications – SHN's make contact with the young people and families that have been to A&E as required.

Year	Number of notifications	comments
2018	37,506	
2019	39,492	
2020	26,702	Impacted by Covid
2021	36,135	Partially impacted by covid
2022	39,480	These are the figures up until end of November 2022

Child protection plans

Date to:	Number – all ages	Number – school age
4/8/2019	481	318
2/8/2020	642	454
1/8/2021	417	275
1/10/2022	559	390

Looked After Worcestershire Children

NB: Each school aged Looked after Child requires a health Assessment to be undertaken each year, this takes over one working day to complete in full.

Date to:	Number - all ages	Number – school age
06/08/2018	824	684
08/08/2019	816	711
02/08/2020	816	691
01/08/2021	882	752
23/12/2022	996	822

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CHILDREN AND FAMILIES OVERVIEW AND SCRUTINY PANEL

17 JANUARY 2023

BUDGET SCRUTINY 2023/24

Summary

1. The Panel will consider the draft Budget for 2023/24 for the areas within its remit relating to Children and Families including Children's Social Care, Education and Special Educational Needs (SEND).
2. The Cabinet Members with Responsibility for Children & Families and Education, the Director of Children's Services (Chief Executive, Worcestershire Children First), the Director of Resources (Worcestershire Children First) and the County Council's Chief Financial Officer (S151) have been invited to the meeting.

Background

3. Members of the Panel are reminded that they have had the benefit of quarterly performance and financial monitoring throughout the year as part of the Scrutiny Panels' role in maintaining oversight of service provision, identifying trends, budget pressures and challenges.
4. In addition, the Leader and Chief Executive of the County Council attended the Overview and Scrutiny Performance Board (OSPB) on 7 December to discuss the new and emerging pressures for the Council likely to impact on the 2023/24 budget and medium-term financial plan, following the autumn statement.

Budget Scrutiny 2023/24

5. As part of the Budget Scrutiny process for 2023/24, the Director of Children's Services has been asked to identify the main messages from the draft 2023/24 Budget for areas within the remit of the Panel and these are set out in Appendix 1.
6. The draft Council Budget 2023/24 was presented to Cabinet on 5 January 2023 and is also available to the Panel at Appendix 2.
7. The Panel's discussions on the draft Council Budget 2023/24 will be reported to the OSPB on 30 January 2023, when the Board will formulate its comments to Cabinet for its meeting on 2 February 2023.

Purpose of the meeting

8. Following discussion of the information provided, the Panel is asked to determine any comments on the draft 2023/24 Budget for the Chairman to report back to the OSPB at its meeting on 30 January 2023.

Supporting Information

Appendix 1 - Main messages from draft 2023/24 Budget for areas within the remit of the Panel (presentation slides)

Appendix 2 - Draft 2023/24 Budget discussed by Cabinet on 5 January 2023
[Agenda for Cabinet on Thursday, 5th January, 2023, 10.00 am - Worcestershire County Council \(moderngov.co.uk\)](#) (Copy issued to Panel members)

Specific Contact Points for this Report

Alyson Grice/ Alison Spall, Overview and Scrutiny Officers, Tel: 01905 844962 / 846607
Email: scrutiny@worcestershire.gov.uk

Background Papers

In the opinion of the proper officer (in this case the Democratic Governance and Scrutiny Manager (Interim Monitoring Officer) the following are the background papers relating to the subject matter of this report:

[Agenda for Overview and Scrutiny Performance Board on Wednesday, 7th December, 2022, 10.00 am - Worcestershire County Council \(moderngov.co.uk\)](#)

[Agendas and Minutes - Children and Families Overview and Scrutiny Panel - Worcestershire County Council \(moderngov.co.uk\)](#)

[All agendas and minutes are available on the Council's website here](#)

[The Council's Budget Books are available on the website here](#)

WORCESTERSHIRE
CHILDREN FIRST



Appendix 1 – 2023/24 Draft Budget

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**Children and Families Overview and
Scrutiny Panel**

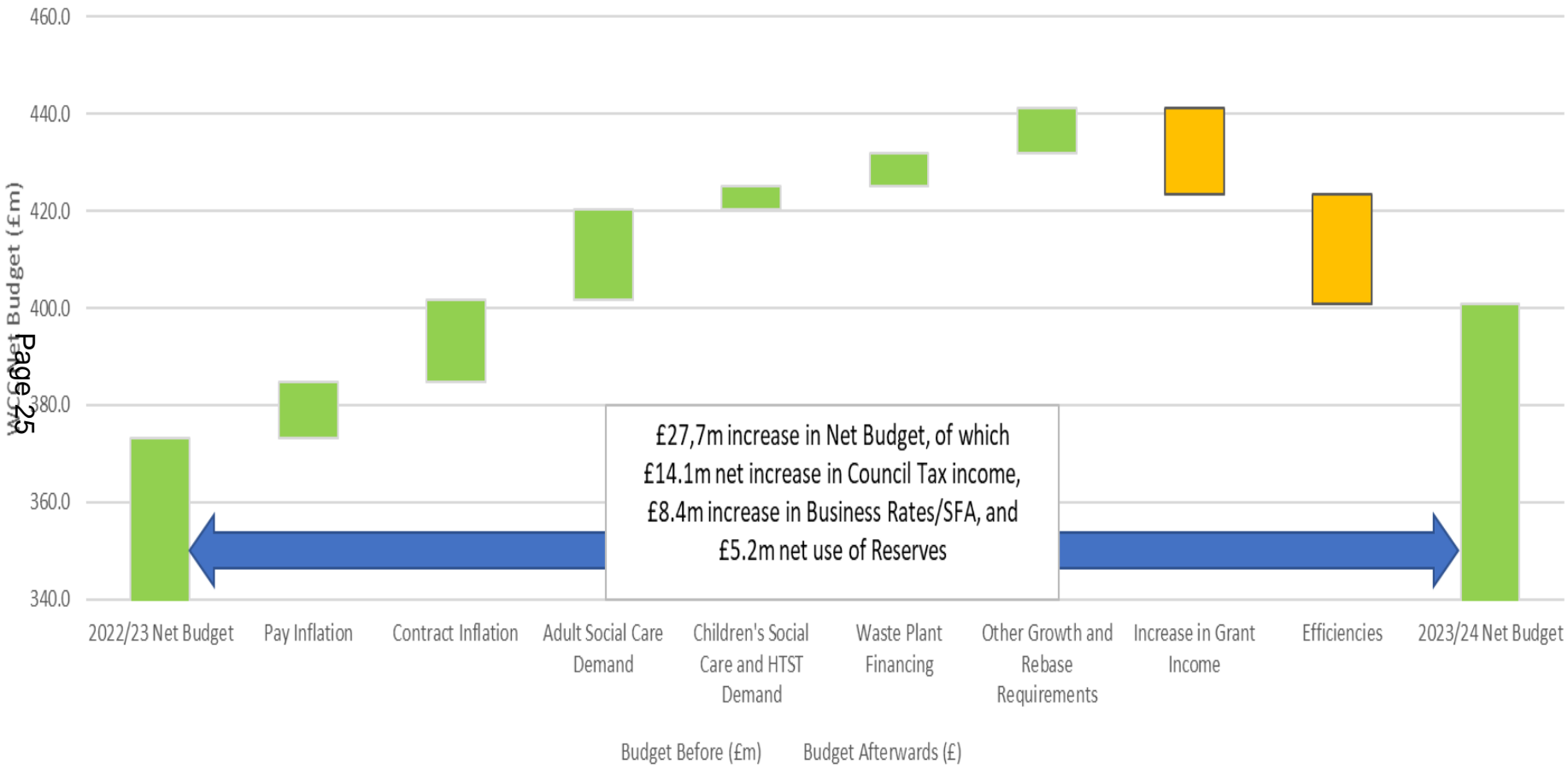
17th January 2023



- Budget Report to Cabinet on 5 January 2023 summarises the financial position for Council and each of the service areas.
- Local Government Settlement announced on 19 December was a one-year settlement, however funding contains net additional grant funding of £26.3m which is extremely welcome.
 - Core spending power increased to upper tier Authorities to recognise significant demand pressures which included an increase to our Settlement Funding assessment by £8.4m.
 - Further funding of £19.5m to recognise significant pressures within Adults and Children's Social Care.
 - Reduction in new homes bonus of £1.1m and £0.5m in Services Grant.
 - Policy statement suggests core funding grants will increase by inflation in 2024/25.
- Funding Review anticipated for 2025/26
- Proposed Council Tax increase of 2.94%, plus a 2% Adult Social Care Levy - Total 4.94%

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WCC Budget Changes 2022/23 to 2023/24



Budget Pressures	£m
Pay Inflation as set nationally	11.6
Contract Inflation	17.0
Rebase budget and Waste Financing	8.7
Service demand – see below	30.6
Total	67.9

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- People Services - **£18.5m**
- WCF - **£4.9m**
- E&I - **£0.9m**
- COACH - **£0.8m**
- Capital Programme - **£5.5m**

£30.6m

Provisional Budget 2023/24	£m
Investment and Pressures to Fund	67.9
Funded From:	
Government Funding - Section 6	-26.3
Council Tax - Section 10	-14.0
Increase in use of Earmarked Reserves Above MTFP - Section 8	-5.2
Savings and Efficiencies Required - Section 7	-22.4

Section numbers relate to the information contained within the Budget Report to Cabinet dated 5 January 2023.

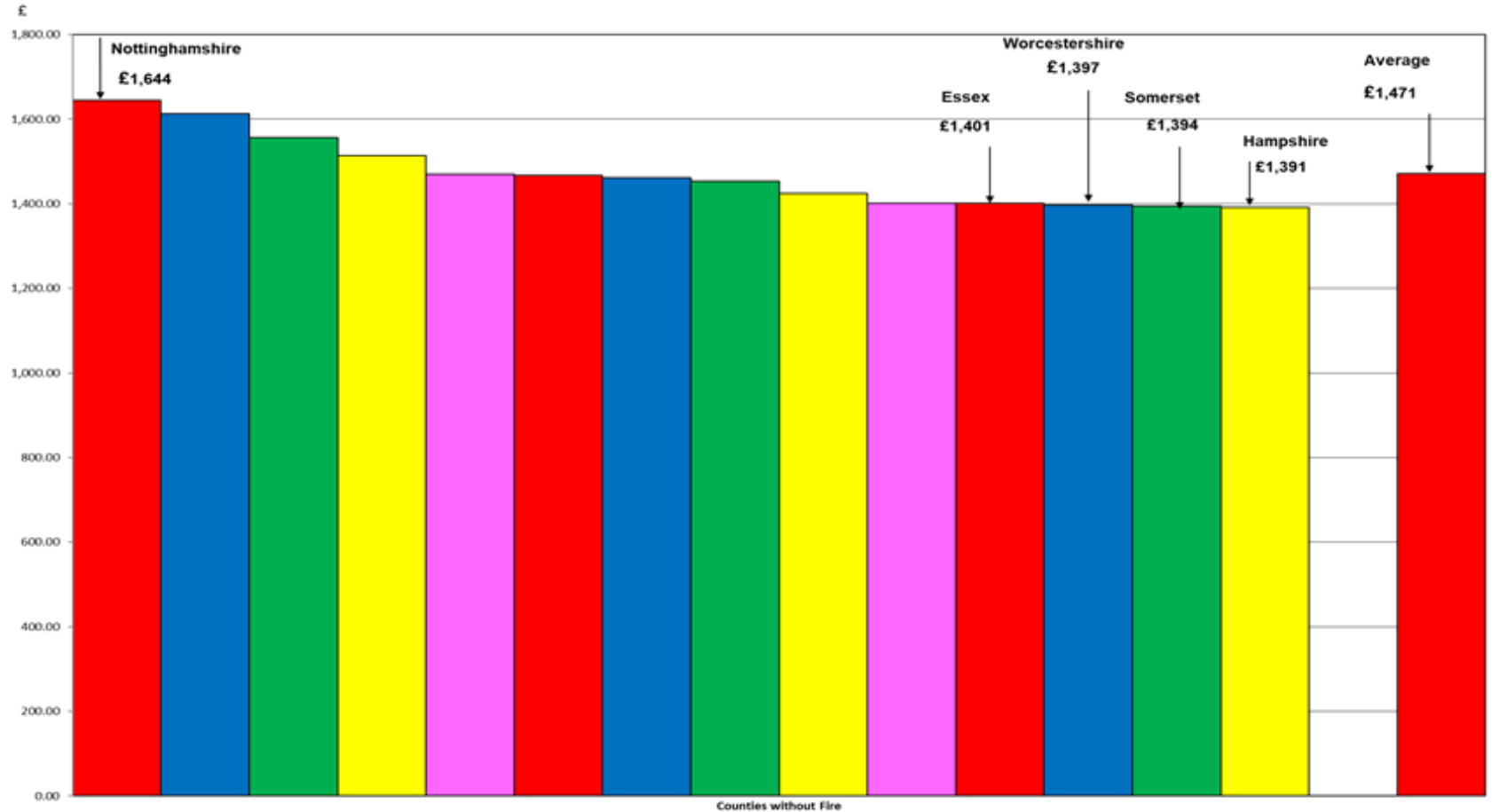
2% Adult Social Care Levy for 2023/24 in order to contribute to existing cost pressures due to Worcestershire's ageing population.

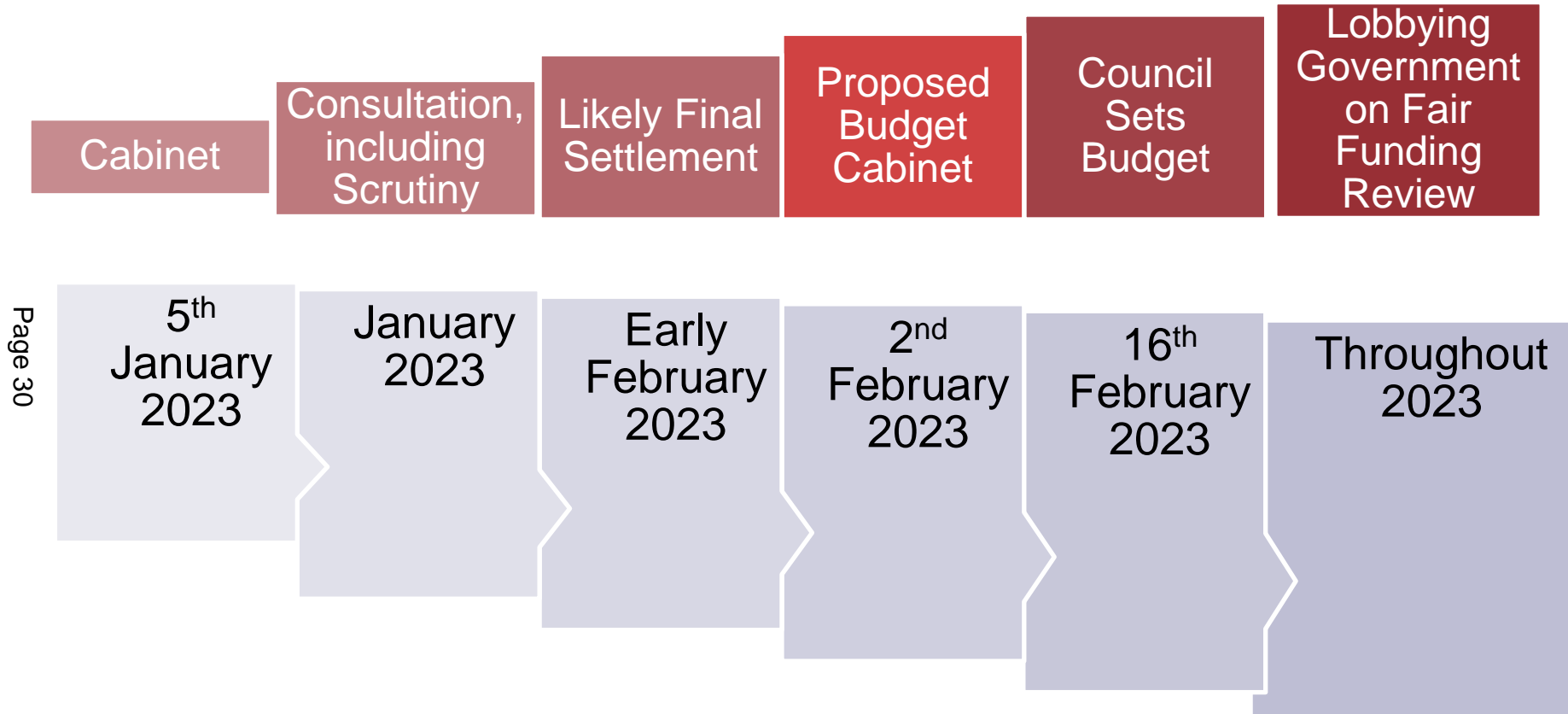
2.94% - to provide financial support to continue to fund investments in those areas that the public have consistently highlighted as important.

An increase of 4.94% which is an average £1.33 per week for a Band D householder.

Worcestershire is likely to remain in the lower quartile for level of Council Tax for comparable councils.

2022/23 Council Tax for Counties without Fire





SPECIFIC 2023/24 BUDGET INFORMATION

CHILDREN AND FAMILIES

- On or before 1 July each year, both parties agree timetable for negotiation process starting at CSP on 12 September 2022. (Financial planning continued to be challenging this year due to uncertainty in the economy and Autumn Statement and Local Government finance Settlement and increased demand in Childrens Social Care).
- On or before 30 September, both parties consider first proposals in order that a budget for both the Company and the Council can be presented for engagement and necessary consultation by a date agreed annually in January as part of the budget setting process.
- Both parties meet throughout July to December each contract year to discuss in good faith and agree the factors to be taken into consideration in agreeing the Contract Sum for the Services in the next Contract Year- factors that impact on the budget include pay awards, demand pressures and changes in the law etc.
- The board in parallel of this process must comply with all legal duties of the Companies Act and ensure that we are satisfied that the Company is a going concern and can meet its contractual and financial obligations.
- The WCF Risk, Governance and Audit Board will review the draft budget on 20 January 2023 and WCF Board will formally agreed the budget on 26 January 2023.
- The DfE who previously had consultation rights have fallen away since the Direction has been removed as part of our continuous improvement.

Children's Services Net Investment	£m
Growth - Demand including Home to School Transport	4.9
Pay Inflation	4.0
Contract inflation including Home to School Transport	4.8
Total Investment into Children's Services	13.7
Savings Identified relevant to Children's	-3.6
Net Investment into Children's Services	10.1
Funded by	
Social Care Grant	9.3
Council tax funding for Home to School Transport Pressures	0.8
Total Funding	10.1

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- Section 7 of the Cabinet report details Savings, Efficiency and Income proposals a summary relating to Children's is set out below and details of the £1.3m are in appendix 3 to the Cabinet report.

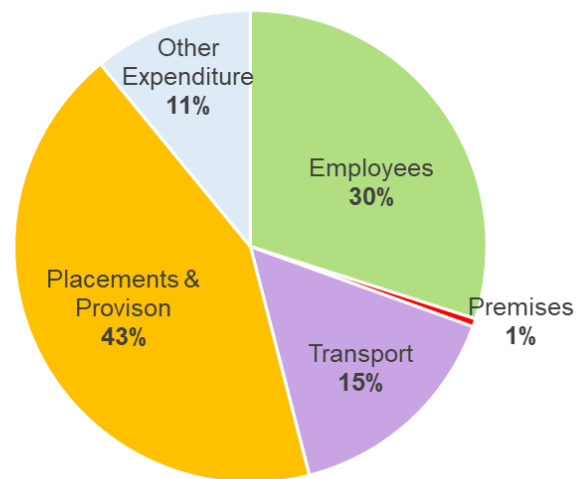
Summary of Savings	£m
Reduction of employer's pension fund rate from 18.6% to 17.1%	0.6
Vacancy factor at 6.5% (additional 4%)	1.7
Savings proposals see Appendix 3	1.3
Total Proposed Savings and Reforms	3.6

- The full-year WCF budget is currently £147m gross, of which over half is the ‘demand led’ budgets of Placements and Home to School Transport.

WCF Budget 2023/24 £000

Employees	43,939
Premises	810
Transport	22,925
Placements & Provison	63,245
Other Expenditure	16,070
Gross Expenditure	146,990
Sales, Fees and Charges	3,060
WCF Budget / Contract Price	143,930

Expenditure by Type %



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- Despite the additional growth there is a risk on demand led placements which could exceed the budget for 2023/24 by around £2m - £3m, this will be mitigated by the £2m risk reserve and close monitoring will be required during the year and prompt action will be needed if performance and forecasts vary materially from budget.

It should be noted that the £111.105m budget for WCF is the Council's base budget contribution to the total running costs of WCF. The gross expenditure budget and therefore WCF contract value also includes specific funding passed through, such as the Social Care Grant, DSG or CFC reserves used to fund WCF activity:

Latest 2023/24 Contract Funding Reconciliation		£000	£000
Gross Expenditure Budget			146,990
Non-WCC Sales, Fees and Charges		3,060	
WCC Gross Contract Sum			143,930
Funded By:			
	Dedicated Schools Grant	6,569	
	One-off Services Grant	2,500	
	Public Health Ring-Fenced Grant	850	
	Social Care Grant	15,289	
	Other Grants	4,157	
	Other Income	336	
	HTST Income	1,597	
	Capitalised Revenue	608	
	Funding from Reserves	919	
	Total non-base budget funding passed through Council	32,825	
	Total External Funding		35,885
	Council Base Budget 2023/24		111,105

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$$\begin{aligned}
 \text{Indicative WCF 2022/23 Contract Value} &= \text{Council Base Budget} + \text{Other Funding passed through} \\
 &= \text{£111.105m} + \text{£32.825m} \\
 &= \text{£143.930m}
 \end{aligned}$$

Add the £3.060m SFC income that WCF should collect, and WCF gross expenditure budget is therefore £146.990m

The table below shows the Gross DSG blocks (Prior to Academy recoupment) for 2023/24, based on the Provisional Settlement from the DfE:

DSG Block	2022-23	2023-24	Increase %	
	Budget	Initial	2022-23 to Increase	
		Dec-22	2023-24	
	£'000	£'000	£'000	
Schools	381,380	403,723	22,343	
Pupil Growth Fund	1,976	2,139	163	
Sub Total Schools	383,356	405,862	22,506	5.87%
Central Services	3,325	3,332	7	0.21%
High Needs	78,325	86,087	7,762	9.91%
Early Years	33,613	37,326	3,713	11.05%
TOTAL	498,619	532,607	33,988	6.82%

Schools Block

Change in pupil numbers October 2021 to October 2022 of +511 (Primary -64.5; Secondary +575.5), increase of 5.87% including rolling in of the supplementary grant of £11.2m.

Pupil Growth Fund

Reflects DfE NFF and change in pupil numbers between October 2021 and October 2022.

Central Services

Reflects further 20% reduction in Historic Commitments (EIFS) of -£0.154m.

Effect of increase in pupil numbers for central block NFF +£0.161m.

High Needs

Gross £86,087m; Net £75,226m. This includes included additional DSG high needs block allocations, following the Autumn Statement 2022, additional funding of £400m equates to £3.4m for Worcestershire.

Early Years

Based on based on the early years funding rates published in December 2022, this will be updated in January 2023 based on census numbers.

Dedicated Schools Grant 2023/24

- The High Needs Block includes an additional allocation of £7.7m in 2023/24, which was expected, the Autumn Statement committed further additional funding of £400m nationally for this area of spend which is under severe pressure.
- This will support some of the ongoing significant cost pressures in the High Needs DSG, however this will not eliminate the deficit of around £20m by the end of 2023/24 which will need to be carried forward into 2024/25.
- On the 12 December 2022 the Government announced its intention to extend the statutory override for the Dedicated Schools Grant for the next 3 years from 2023-24 to 2025/26, which is welcome in the short term, however this essentially defers the problem of funding and how to solve the historical deficit for SEND and High Needs to the end of March 2026.
- The deficit will continue to be held as an unusable reserve where it will sit as though it did not exist, at the end of March 2024 this is forecast to be around £20m. This does mean that the council is required to cash flow the deficit and continue to prioritise the work needed to reduce the deficit through the Delivering Better Value (DBV) in Send programme.
- The Council with CCN / SCT / f40 continue to lobby and assess actions to address this area of spend which is a national issue.
- The Worcestershire Schools Forum (WSF) met on 29 September and on 23 November 2022 and endorsed the proposals for the LSFF and approved as required for 2023/24, under their responsibilities in the School Forum Regulations. Cabinet approved the mainstream local funding formula for 2023/24 on 8 December 2022.
- The WSF will meet again on 19 January 2023 to consider the School Funding Settlement 2023/24, the LSFF for mainstream schools and the required submission of the LSFF to the Education and Skills Funding Agency (ESFA) during January 2023.

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CHILDREN AND FAMILIES OVERVIEW AND SCRUTINY PANEL

17 JANUARY 2023

WORCESTERSHIRE CHILDREN FIRST: SOCIAL WORK WORKFORCE

Summary

1. The Cabinet Member with Responsibility for Children and Families and the Director of Children's Services have been invited to the meeting to update the Panel on developments relating to the Qualified Children's Social Work Workforce.

Background

2. In the context of the well-known challenges of recruitment and retention of social workers and the high-profile challenging role of children's services, this report is provided to give assurance that Worcestershire Children First (WCF) are working effectively to provide a social work workforce able to deliver high quality services to children and families.

WCF Workforce Strategy

3. The workforce vision is that WCF will be an employer of choice and will have:
 - A culture where employees live and breathe our vision and values through everything they do and they want to contribute to our success.
 - An environment where employees perform at their best and demonstrate our behaviours on a daily basis.
 - A workforce which has personal and collective resilience by putting employee wellbeing at the heart of everything we do.
 - Visible leadership at all levels from leaders who have the freedom to act; making WCF a high performing organisation.
 - The right people, with the right skills, in the right roles who are empowered and supported to succeed.
 - A flexible workforce which is responsive to the needs of the people of Worcestershire both now and in the future.

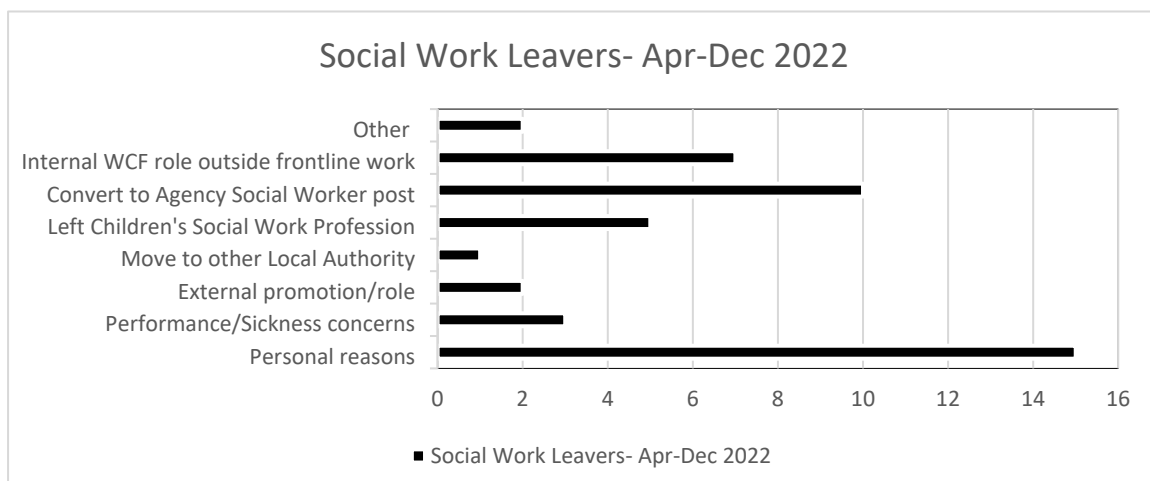
WCF Social Work Workforce Profile

4. WCF is resourced to employ 284.3 full-time equivalent qualified social workers to deliver the objectives set out in its Business Plan. This "Establishment" figure includes Social Work Management and 185.8 full-time equivalent posts for frontline Social Workers engaged in safeguarding work.
5. Permanency rates for all qualified posts and frontline posts remain broadly in line with the longer-term parameters, with rates for 2021 between 82-90%.

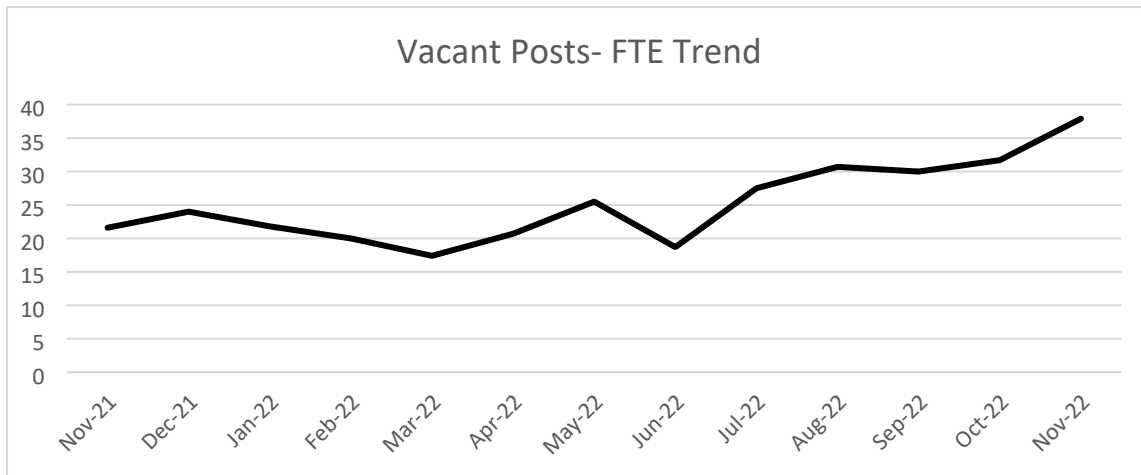
6. The level of permanent staff in Social Work Management positions has been consistently over 96% for the last 2 years. The success in recruiting and retaining managers continues to offer stable and effective leadership and support to the frontline teams and demonstrates the positive engagement of the leadership team.
7. As at the end of November 2022, 35 Agency Social Workers were employed by WCF of which 31% have been with WCF for over 12 months. This is broadly in line with the same period in 2021.

Turnover & Vacancies

8. The turnover for frontline safeguarding social work practitioners is 18% and for all qualified social work roles is 16%. The average across the previous 12 months is 14% reflecting a higher turnover than usual in quarter 1 of 2022/23 of front-line SW and information has been collated about frontline Social Worker's reasons for resignation.
9. As seen in the chart below, which reflects "personal reasons" as the highest number of leavers, this is a combination of people moving out of the area, life choices and responsibilities and we can also see a significant driver has been staff leaving the profession or front-line safeguarding followed by leaving for higher agency pay rates.



10. Vacancies have increased to 37.9 full-time equivalent posts, which is a significant increase from 21.6 at the same point in 2021 and, with 70% of all current vacancies being within safeguarding and family front door teams, the service has felt pressure in management of workload and workflow.
11. This is where we can evidence strong leadership and the "end to end" collective approach of WCF as we have been able to re-direct social work resources and funding to respond to key areas of greatest need to maintain safe practice.



Sickness

12. The majority of sick leave is long term, with short term absence figures remaining low and below those of the Council. Average days lost to the end of quarter 2 is 3.14 days per person which is lower than the equivalent period for 2021-22 and compares favourably with figures for the previous 5 years. The top cause of long-term absences is stress, followed by psychological issues (anxiety/ depression/ insomnia), then absences related to cancer.

Capacity and Performance Management

13. WCF has always had a workforce approach of “high support and high challenge”. At the end of this period there are 20 cases which are formally open to Human Resources relating to; long term/short term absences, conduct/performance issues and there are a number of staff supported through informal performance plans to support them to improve practice and provide the consistent quality of service WCF seeks to achieve.
14. The 2021-22 year-end Staff Performance Review cycle was completed with 97% of reviews taking place within timescale. 94% of employees had a rating of successful or higher which is an increase on the previous year (92%).
15. Monthly Supervisions were carried out for all Social Workers by their Line Managers, with a compliance rate of 92%.

Agency Social Workers

16. The review by Josh McCallister into Children’s Social Care launched January 2021 and reported May 2022, recognised the pressure on practice and funding for children’s services in the employment of agency staff. Whilst there is a role for agency staff in the workforce supporting need for things such as maternity and sickness cover, the aim is to have permanence and stability. 37% of agency staff have been with WCF for over 12 months. There is a regional Memorandum of Understanding (MOU) in place, and a DfE announcement is awaited in January 2023 as a response to the issue raised in the Care Review.

Principal Social Worker Role

17. Designated Principal Social Workers (PSW) were first proposed by Professor Eileen Munro in her Review of Child Protection in 2011, which identified the importance of better communication and understanding between social workers and senior management. Professor Munro stated that Principal Social Workers should:
- Create a clear line of communication between frontline staff and senior management
 - Champion best practice
 - Encourage a “reflective approach” to social work
 - Help to reduce bureaucracy and the amount of time spent on process-driven activities
 - Support social workers to use their core skills and interventions which make a real difference to people

Principal Social Worker in Worcestershire

18. The Principal Social Work Role was first introduced in Worcestershire in 2012; the current post-holder, Daniel Gray, has been the Worcestershire Children & Families Principal Social Worker since Spring 2017, bringing consistency to the role.
19. The PSW reports directly to the Director of Children’s Services, ensuring a key line of sight of practice from the Frontline to Senior Manager, as well as being a member of Worcestershire Children First Executive Leadership Team. Ofsted have previously stated of the PSW, “*Social workers and team managers spoke to the inspectors about the positive impact of recent audits and the role of the principal social worker to support their practice*”.
20. The PSW undertakes a quarterly programme of meetings with frontline practitioners, this includes meetings with Student Social Workers, Newly Qualified Social Workers, and Experienced Social Workers - this provides dedicated forums to ensure staff have opportunities to share their experiences of working in Worcestershire as a Children and Families Social Worker. This is complimented by the Principal Social Worker meeting all new staff in the WCF Induction Programme.

WCF Practice Model

21. The WCF vision is to work together with children, families, and their support networks so parents can care for their own children well.
22. Signs of Safety is the approach WCF uses in its work with children and their families. The approach is both “strength based” and focuses on what’s working well but also being clear on worries and what needs to happen to reduce these.
23. This practice model was introduced in Autumn 2017 when it went live with a whole-service training programme. Since that time, support and training have been provided for all WCF staff and an awareness and training programme delivered to partners. In the 2019 inspection Ofsted commented very positively on the value of the “common language” of social care staff, partners, and families.

Training & Development

24. The Principal Social Worker works closely with the Social Work Academy and Learning & Development; this work informs the Annual Learning Needs Analysis to support the on-going and developing training offer to the workforce from Student Social Workers to Managers.
25. Regular meetings support the sharing of learning from practice, such as outcomes of audits, complaints and learning reviews. This shapes the training offer to ensure this is up to date and relevant to legislative guidance and recent practice – both nationally but also locally for Worcestershire.
26. This work is also presented through regular learning from practice newsletters and briefings.

Health Checks

27. The Principal Social Worker manages and facilitates the Social Work Health Check and the service engagement with the Local Government Association (LGA) Health Check.
28. The Local Government Association document (Delivering standard 1: The social work health-check; LGA, November 2014) states that: *“All employers should: complete, review and publish an annual ‘health-check’ or audit to assess whether the practice conditions and working environment of the organisation’s social work workforce are safe, effective, caring, responsive and well-led”*.
29. Social Care and Safeguarding have run regular Health Checks with the Social Work Workforce since 2017, and key successes in the improvement and the sustaining of how staff experience working for Worcestershire Children First have been seen, including:
 - 99% received dedicated supervision and review of performance – up from 74% in 2017
 - 94% feel they are listened to, and their worries are dealt with by their manager – up from 45% in 2017
 - 95% feel they find our Practice Standards useful in their practice – up from 45% in 2017
 - 80% feel valued in work – up from 31% in 2017
30. In December 2021 WCF took part in the "Standards for Employers of Social Workers " - and are delighted to announce for the second year in a row WCF has been placed in the top two employers in the West Midlands and have been placed in 5th place nationally (up from 12th place in 2020) - this is an incredible outcome and is based on the views and feedback of our Social Workers.

Positive Outcomes Project

Progress report September 2020 – December 2022

31. The Positive Outcomes Project (POP) launched in September 2020 during and despite of the Covid-19 pandemic. Whilst some authorities had decided to end or

pause student placements, or offer virtual learning opportunities, WCF was in a strong position to launch the project with a newly recruited team manager and three social work practice educators.

32. This decision proved to be invaluable as the social work students were able to step into the gap created during Covid with the withdrawal of early help support and advice services provided by partners and health. The extra capacity brought by the students enabled WCF to offer more families a service, whilst at the same time providing students with a realistic and supportive social work learning placement.
33. POP provides a variety of learning opportunities including early help intervention within 2 schools in Worcestershire with emotional support and direct work with young people experiencing mental health problems (not just linked to Covid-19).
34. The project has continued to receive positive feedback from the majority of students about the quality of their learning experience and this supports students to seek employment within WCF, even in some cases, where working within children's services was not their area of interest or their preferred choice of practice area when they started their placement with WCF.
35. POP is focused on the outcome of supporting the growth of the WCF social work workforce building a resilient, well trained, and sustainable workforce with capacity to innovate, evolve and deliver services to children, young people, and families across the county.
36. Social work students living in or close to Worcestershire and who attend a higher education institution within or close to Worcestershire are targeted to complete a social work practice placement with this team.
37. In providing these placements, POP delivers extra capacity to the workforce in the provision of statutory social work assessments (supported by social work practice educators), early help direct work intervention programmes (group work and 1:1 work in schools), Life Story Books for children placed permanently with substitute families, partnership work with the Joint Decision-Making Panel (Youth Justice) and co-working with qualified social workers to support in complex case work.
38. Since the project launched in 2020, the project has provided 51 student social workers with a placement. Of these students, 35 have successfully completed placement and have either qualified as social workers or have continued to their final year and final placement. Of the remaining 16 students, 10 are currently completing placement and all are on track to pass their placement in March 2023.
39. Of the 35 students who completed placement with POP, 29 were eligible to apply for a post as a newly qualified social worker (NQSW). Of these 29 students, 19 applied for a job with WCF, 18 were offered interviews and 18 were offered posts. The other 11 qualified social workers either applied for jobs in other local authorities, continued with education or chose to focus on other priorities.
40. In the first financial year POP's student income revenue was £43,180. This year, to date, the income revenue is £28,100 with a projected income revenue of £21,600 and projected annual total of £29,600. This reduced income reflects the reduced capacity with the staff team to provide more placements with a part time Practice

Educator vacancy and with higher education institutes having had a reduction this year in requests for children’s services placements. WCF continues to re-invest this income into training and development opportunities for WCF workforce across the service.

Assessed and Supported Year in Employment

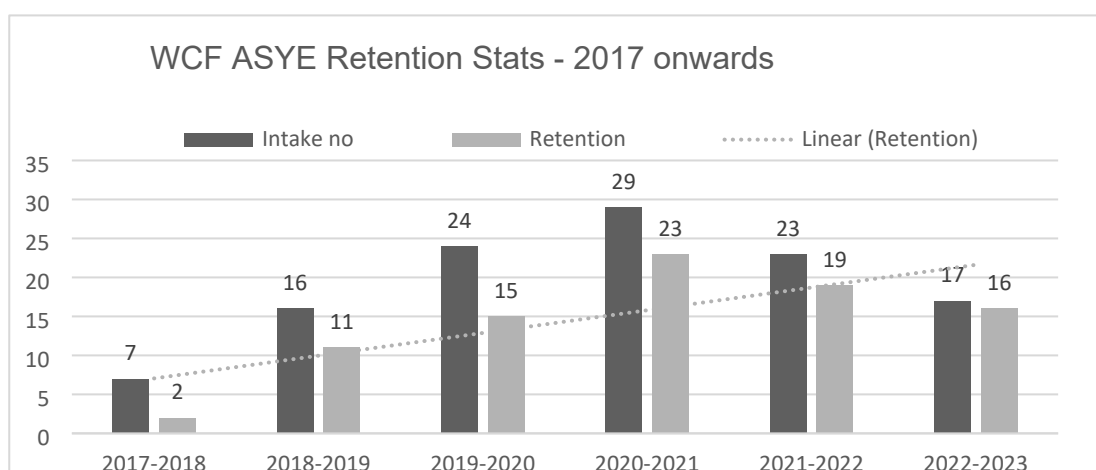
41. Assessed and Supported Year in Employment (ASYE) is an employer led programme introduced by the Social Work Reform Board in 2012. The 12-month programme is designed to support newly qualified social workers (NQSWs) to develop their skills, knowledge, and capability, strengthening their professional competence. All WCF NQSWs must meet the requirements of the ASYE to pass probation. The ASYE programme supports workforce retention and the delivery of positive outcomes for children, young people, and their families.
42. The assessment standards for the ASYE programme are set out in the Post Qualifying Standards (PQS) and the Professional Capabilities Framework (PCF) at ASYE level. A NQSW evidences their progressive development to these assessment standards by way of a portfolio which consists of specific evidence. The Social Work Academy (SWA) uphold these frameworks including the Social Work England Professional Standards within the ASYE programme.
43. The ASYE has been embedded in Worcestershire since 2014. The Social Work Academy facilitates the programme across children and adult statutory services, including provision for external organisations such as Child and Adolescent Mental Health Service (CAMHS).

ASYE links with Skills for Care

44. Skills for Care (SFC) have been awarded the tender through the Department for Education (DfE) to mandate the delivery of the Programme across England. The programme is underpinned by The Standards for Employers of Social Workers in England 2020.

Data and analytics

45. Since 2017, 116 Worcestershire Children First NQSWs have commenced their ASYE. The information below sets out figures and retention rates.



Purpose of the Meeting

46. The Panel is asked to:

- Consider and comment on the content of the assurance report
- Agree any comments to highlight to the Cabinet Member
- Determine whether any further information or scrutiny on a particular topic is required.

Supporting Information

Appendix 1 – Worcestershire Children First Workforce Strategy

Contact Points

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Tel: 01905 844024

Background Papers

In the opinion of the proper officer (in this case the Democratic Governance and Scrutiny Manager (Interim Monitoring Officer)) there are no background papers relating to the subject matter of this report.

[All agendas and minutes are available on the Council's website here.](#)



WORCESTERSHIRE CHILDREN FIRST WORKFORCE STRATEGY

Our Workforce, Our Foundation

2021 - 2024

WORCESTERSHIRE
CHILDREN FIRST



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Introduction

Our workforce is our most valuable asset in successfully delivering services that make a positive difference for our families in Worcestershire. We strive to be the 'employer of choice' for children's services staff, and we approach this through a culture that values the impact that our staff have in improving children's lives. We have high expectations and have created the conditions where professional expertise is valued and can flourish.

As a company our overall aim is to build a workforce with the personal and collective resilience to drive us forward in these challenging times, to develop our staff, give them clear career pathways, and provide them with the leadership, skills and knowledge they need now and, in the future, to deliver excellent services to the children, young people and families in Worcestershire.

We are delighted to see that Worcestershire is ranked 1st in the region and 12th nationally in a survey completed by social workers against the refreshed 2020 employer standards, in the review commissioned by the Local Government Association in 2021.

Our Workforce Vision ensures that, as a service, we continue to have strong front-line management and that we have the capacity and ability to flex in response to changes that are inevitable, whilst keeping a good level of stability and quality. Our strategy will be managed and monitored through our WCF Workforce Board and is supported by financial investment and through staff feedback and performance reviews.

In 2021/22 we will focus on the following workforce foundations:

- Health & Wellbeing;
- Diversity & Culture;
- Building Skills for our Future Workforce.
- Recruitment & Retention;
- Leadership & Management; and

Ultimately, we are focused on building a performance culture and the right working conditions, where employees are valued and supported to perform at their best.



Tina Russell

**Chief Executive,
Worcestershire Children First**



Rob Morrison

**Chair,
Worcestershire Children First**

Our Current Workforce

6% of our workforce have a disability

There are over 1000 staff that work in WCF - 33% work part time and 67% work full time

Employees took an average of 5.77 sickness days last year - this is a reduction from 9.6 days last year

We are proud to encourage workers from all backgrounds. 5.6% of our workforce are from Black, Asian and other ethnic groups compared with 4.3% of the population in our Worcestershire community

58% of our staff deliver front line support to children, young people and families

76% of our management roles are held by women, with 15 women in the top 20 highest paid roles

Overall the average length of service is 6 years, with 33% of staff having less than 2 years service. We have a great mix of long serving and new staff within WCF

We have 140 different job roles that make up our workforce, and all play a vital role in our work

At the end of 2020/21 we recorded a 13% turnover of staff, down from 15% in the previous year

69% of our managers have attended management and leadership courses in the last year

We employ 56 frontline managers and 629 frontline workers who directly work with children, young people and families



In the last 12 months our staff accessed 2264 training courses

Vision, Mission & Values

OUR VISION

Worcestershire to be a wonderful place for all children and young people to grow up.

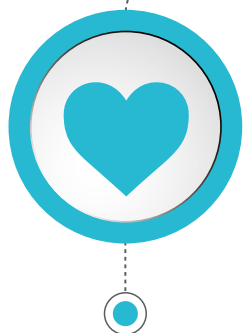
WORCESTERSHIRE
CHILDREN FIRST



OUR MISSION

Supporting children and young people to be happy, healthy and safe.

OUR VALUES



CHILDREN AT OUR HEART

We will keep children and young people at the heart of everything we do.



VALUE FAMILY LIFE

We will support and empower parents to care for their own children.



GOOD EDUCATION FOR ALL

We will value education as the best start in life for all children and young people.



PROTECTION FROM HARM

We will act in a professional and timely way to protect children from harm.



EMBRACE DIVERSITY

A progressive culture of championing equality, diversity and inclusion.



Workforce Vision

Our workforce vision is that we will be an employer of choice and will have:

- A culture where our employees embrace our vision and values, working together to deliver the outcomes we want to achieve.
- A culture where our employees are committed to our mission of making a positive impact on the lives of our children and young people, and their families, by providing outstanding, innovative, child and young people-focused services.
- An environment where our employees perform at their best.
- A workforce which has personal and collective resilience by putting employee wellbeing at the heart of everything we do.
- Visible leadership at all levels from leaders who have the freedom to act; making us a high performing organisation.
- The right people, with the right skills, in the right roles who are empowered and supported to succeed.
- A flexible workforce which is responsive to the needs of the children, young people and families of Worcestershire both now and in the future.
- An environment where practice and practitioners flourish and we maximise life opportunities for all.
- An environment where we celebrate diversity and encourage equality and inclusivity amongst all of our workforce.

Our Shared Commitments

We are all essential for the successful delivery of our workforce strategy and together we will achieve our goals and ensure that WCF is a great place to work and achieve great outcomes for our children, young people and families in Worcestershire.

It is up to all of us to take personal responsibility for what we need to do to support the delivery against our Workforce Foundations.

To do this we need to all commit to:

Taking part in regular 1:1s and supervision, engaging with a performance related conversation with our line managers at least twice a year.

Ensure we look after everyone's physical, emotional and mental wellbeing using active listening and supporting teams as needed.

Always being inclusive of others, encouraging equality and celebrating diversity.

Adhering to the Company's Code of Conduct and all standards, policies and procedures relevant to our roles.

Participating fully in all training identified and making sure we then use what we have learnt in our roles.

Representing our Company positively in everything we do, by supporting our vision, mission and values on a daily basis.

Ensure we look after our own physical and mental wellbeing by using our annual leave entitlement, taking regular breaks and utilising our flexible benefits offer when needed.

Taking accountability and ownership for our actions. Positively challenging and making suggestions about how we can improve.

Working to the best of our ability every day to perform our jobs to the required standard. Taking ownership of our own performance and doing everything we can to make sure our objectives are met. Always listening to feedback and using it to improve how we do things.

Taking the time to acknowledge and thank each other for our contributions and efforts.



Workforce Foundations



Health &
Wellbeing



Recruitment &
Retention



Diversity &
Culture



Leadership &
Management



Building Skills for
our Future Workforce



Health & Wellbeing

Our aim is to build a workforce which has personal and collective resilience with physical and emotional health and wellbeing at the centre of everything we do.

We will explore different ways to seek your feedback so that you can speak openly about wellbeing and inclusivity and we can understand the views and experiences of our staff as employees. We will achieve this by:

- Holding regular staff forums and ensuring we have regular staff surveys and health checks so we can hear what our employees are telling us.
- Creating physical and virtual confidential spaces so that everyone has a place to talk and ask for support for their mental, social and physical wellbeing.
- Having a WCF annual conference for all employees to ensure the whole company is working together, giving us the opportunity to listen to staff and celebrate our successes.

We will develop our wellbeing offer so we understand what support or adjustments our employees need to thrive and be safe in their role. We will achieve this by:

- Developing our offer to include wellbeing days, wellbeing champions and mental health first aiders in all areas of the Company.
- Regular communications to make everyone aware of our flexible benefit offering which includes physiotherapy, mental health support, gym membership and annual flu vaccinations.
- Providing a comprehensive employee assistance programme (EAP) with access to services to support all aspects of wellbeing.
- Flexible and agile working approaches with the right equipment to work safely, and the introduction of a workplace adjustment passport.
- Ensure that in all 1:1s and supervision sessions we have a wellbeing conversation



Recruitment & Retention

Our aim is to have the right people, with the right skills, in the right roles and we will empower and support them to exceed expectations.

We know that stability, capacity and the experience of the workforce provide a fundamental foundation on which to build good practice, and we will achieve this by:

- Developing creative ways to attract new employees who share our values whilst focusing on inclusion, equality and diversity
- Providing a great candidate experience through an improved recruitment process, including digital recruitment and onboarding.
- Creating an inspiring induction for all new employees which is tailored to their role.
- Creating an environment where staff feel supported, challenged and empowered to enable them to work with confidence in a child-centred way.

We want to retain talented and high performing employees and we will achieve this by:

- Offering a flexible total reward package which recognise the skills, capabilities and achievements of our employees and can be personalised to their needs.
- Creating an employee benefits portal which is linked to performance and is flexible to adapt through employee life changes.
- Developing clear and flexible generic job descriptions.
- Recognising and celebrating the achievements of our amazing employees.
- Offering a career pathway for all employees, with diverse roles, including opportunities to work in multidisciplinary settings and teams.



Diversity & Culture

Our aim is to develop a WCF culture where our employees embrace our vision, mission and values, diversity and inclusion through everything they do.

We will celebrate diversity and encourage equality and inclusivity amongst all of our workforce, and we will achieve this by:

- Promoting the work of our Diversity and Inclusion Collective, and:
 - » challenge oppressive and discriminatory practice
 - » be sensitive to the needs of our colleagues, and the children, young people and families we are working with, understanding the diversity and culture of our communities
 - » make best use of the specialist knowledge and interests of our workforce
 - » promote the role of our Diversity and Inclusion Champions
- Developing our understanding of the characteristics that make humans unique and how we embrace these differences in our professional practice through our calendar of key events.

We will build our performance culture by:

- Providing Learning & Development of the workforce to understand the diversity and culture of our communities.
- Promoting anti oppressive and anti discriminatory practice through education, challenge and support to ensure our practice is inclusive and progressive.
- We will give our staff the tools to do this through high quality training, information and leadership modelling.
- We will support the children we work with and care for to understand their identity and celebrate their individuality.
- We will welcome applicants from diverse backgrounds to join our workforce across all roles.





Leadership & Management

Our aim is to demonstrate strong, visible leadership and compelling engagement at all levels from leaders who have the freedom to act.

We know that management stability and capacity is a fundamental foundation on which to build a stable workforce where staff feel supported, challenged and empowered to do the best thing for children and families. We will achieve this by:

- Continuing our robust and consistent management oversight of practice, including practice scrutiny by the public, the company and external scrutiny, that will inform and improve the development and delivery of support, care and protection to children and young people.
- Continuing to support and strengthen our managers and ensure our workforce have the support, guidance and tools to deliver best practice.
- Listening to our employees and providing clear information about their role, our goals and what we expect.
- Developing career pathways which will identify and support individuals as part of succession planning.
- Enabling and empowering our workforce to have the freedom to make decisions, to offer challenge and to develop creative ideas to improve practice and develop services.

We need clear career pathways for existing and aspiring leaders, and we will achieve this by:

- Setting and maintaining expectations of what good leaders are and the competencies and behaviours we expect.
- Launching a new Management and Leadership Development Programme alongside best practice learning materials.
- Promoting our performance coaching and mentoring scheme which enables leaders to provide support to grow and develop their teams.
- Recognising that leadership in the future will be different, encouraging innovation and distributed leadership.
- Seeking all opportunities to showcase our employees, at a local and national level.
- Developing workforce plans and succession planning across the Company to ensure future needs are anticipated and met.



Building Skills for our Future Workforce

Our aim is to build a flexible workforce which is responsive to the needs of the children, young people and families in Worcestershire both now and in the future as demand and complexity increase.

We know that as a workforce we must all work together to embrace and flexibly respond to new demands. We will achieve this by:

- Providing a supportive and comprehensive performance review and supervision process.
- Investing in new people technology which enhances the employee experience. This includes performance management, leadership management and recruitment.
- Developing new systems and a data culture where insight about our workforce is consistent and enables effective management, high performance and a productivity focused environment.
- Sharing skills and strengthening risk management through effective partnership working.
- Valuing diversity of roles, skills and knowledge that make up our workforce and will evolve to meet the needs of our communities.

Our training offer must be fit for purpose and we will achieve this by:

- Completing an annual Learning Needs Analysis and developing a robust training plan to support all staff development, accessing corporate training, social care and social work through the social work academy.
- Cascading evidence-based practice, resources, learning from Quality Assurance and research across our services to inform our practice
- Investing in academic research and practice portals. E.g. Research in Practice
- Supporting high quality statutory social work placements through our Positive Outcomes Project
- Strengthening the internal sales, training and conference team offer to deliver current, effective support to education and early years settings.
- Promoting apprenticeship programmes which develop our future workforce and provide management qualifications at all levels.

What will our workforce strategy achieve for our children and young people?

Our Workforce Strategy will be underpinned by our robust Quality Assurance programme

Our Quality Assurance Framework has three dimensions:

Feedback from Children, Young People and Families

We are committed to understanding and learning from the experience

of our children young people and families. We have a comprehensive service user

feedback programme in each area of business and a WCF compliments and complaints service.



Key Performance Indicators

Analysis of our business and performance information on a daily, weekly, monthly, quarterly and annual basis.

Audit Activity

Completing thematic and case-file audits (multi-agency included).

We will use each of these dimensions to understand how our workforce strategy is supporting us to deliver good quality services to children and young people in relation to:

- Staffing stability – permanency and sickness
- Voice of the child – quality of practice through audit
- Participation and inclusion – recruitment and service development
- Compliments and Complaint - outcomes and learning

Delivering against the vision of our Strategy

The five workforce foundations will be delivered and success will be monitored through the following framework.

The **Workforce Board** chaired by the Assistant Director of Resources and Principal Social Worker that will review and monitor progress against all elements of the strategy.

The **Monthly Staffing and Finance Leadership meetings** that are chaired by the Chief Executive of WCF and will discuss and progress all workforce initiatives against the strategy.

The Diversity and Culture foundation will be led by the **Diversity and Inclusion Collective**.

Human Resources Management meetings that are chaired by the Assistant Director for Human Resources, Organisational Development and Engagement that will lead on delivery of the Workforce Plan on behalf of the company through our Support Service Contract arrangements.

Workforce plans around all of the workforce foundations will be included in the

directorate business plan and the HR business plan.

Workforce Foundations	Evidenced through	
Health & Wellbeing	<ul style="list-style-type: none"> Staff Feedback Average sickness levels Return to work interviews 	
Recruitment & Retention	<ul style="list-style-type: none"> HR metrics and workforce data Staff Feedback Levels of staff turnover 	
Diversity & Culture	<ul style="list-style-type: none"> Staff Feedback Employee engagement levels Performance reviews 	
Leadership & Management	<ul style="list-style-type: none"> Performance reviews Career pathways and succession plans Employee engagement levels 	
Building Skills for our Future Workforce	<ul style="list-style-type: none"> Workforce Plans Learning & Development course feedback Staff Feedback 	

Associated documents & Strategies

- WCF Business Plan April 2021 to March 2022
- WCC Workforce Strategy Delivery Plan 2021 to 2024
- **Social Work Academy offer and website**
- **Social Work England**
- **BASW**
- **Staff Handbook**
- Professional Practice Standards
- The Standards for Employers of Social Workers - report commissioned by LGA (2021)

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Worcestershire Children First

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CHILDREN AND FAMILIES OVERVIEW AND SCRUTINY PANEL

17 JANUARY 2023

WORK PROGRAMME

Summary

1. From time to time the Children and Families Overview and Scrutiny Panel will review its work programme and consider which issues should be investigated as a priority.

Background

2. The Children and Families Overview and Scrutiny Panel is responsible for scrutiny of:
 - Children's Social Care and Families
 - Public Health relating to Families
 - Education and Skills
3. The Work Programme (attached at Appendix 1) is part of the Council's rolling Annual Work Programme which was discussed by the Overview and Scrutiny Performance Board (OSPB) on 29 June 2022 and agreed by Council on 14 July 2022.

Dates of Future Meetings

- 22 March 2023 at 2pm
- 24 May 2023 at 10am
- 7 July 2023 at 10am
- 27 September 2023 at 10am
- 6 December 2023 at 2pm

Purpose of the Meeting

4. The Panel is asked to consider the 2022/23 Work Programme and agree whether it would like to make any amendments. The Panel will wish to retain the flexibility to take into account any urgent issues which may arise.

Supporting Information

- Appendix 1 – Children and Families Overview and Scrutiny Panel Work Programme 2022/23

Contact Points

Alyson Grice/ Alison Spall, Overview and Scrutiny Officers, Tel: 01905 844962 / 846607 Email: scrutiny@worcestershire.gov.uk

Background Papers

In the opinion of the proper officer (in this case the Democratic Governance and Scrutiny Manager (Interim Monitoring Officer)), the following are the background papers relating to the subject matter of this report:

[Agenda for Overview and Scrutiny Performance Board 29th June 2022](#)

[Agenda for Council on 14th July 2022.](#)

Children and Families Overview and Scrutiny Panel Work Programme

Date of Meeting	Issue for Scrutiny	Date of Last Report	Notes/Follow-up Action
17 January 2023	Scrutiny of 2023/24 Budget		
	School Nurse Service (including current provision and plans for the future)		Requested by Panel 7 July 2022.
	Children's Social Care Workforce		
22 March 2023	Annual Update on Educational Performance Outcomes		
	Home to School Transport		Requested by Panel 3 November 2022
	Performance (Q3 October to December) and In-Year Budget Monitoring		
24 May 2023	Update on GET SAFE and GET THERE		Requested by Panel 10 May 2022
	Performance (Q4 January - March) and In-Year Budget Monitoring		
7 July 2023	All Age Disability (0-25) Service (ongoing Scrutiny of the transformation of the Service)	11 January 2021	(Jointly with Adult Care and Well Being O&S Panel) To provide feedback on consultation, timeline, KPIs.
	WSCP Annual Safeguarding Report	July 2022	
27 September 2023	Performance (Q1 April to June) and In-Year Budget Monitoring		
6 December 2023	Performance (Q2 July to September) and In-Year Budget Monitoring		

Possible future items			
TBC	Update on the Special Educational Needs and Disabilities (SEND) Accelerated Progress Plan	23 February 2022	
TBC	Worcestershire Children First Independent Fostering Service Ofsted Inspection (reinspection)	23 February 2022	Following next inspection
TBC	Ofsted Inspecting local authority children's services (ILACS) Inspection – Feedback	11 September 2019	ILACS inspection due post July 2022
TBC	Current organisation of Education within the County (2 tier/3 tier)		Requested by Panel 16 July 2021 To be considered when further KS2 data available
TBC	Vulnerable Learners (to include children missing education, Elective Home Education, Young People not in education, employment of training (NEETS), exclusions and alternative provision)		To remain on the work programme (Requested 12 Nov 2021). More up to date data requested
TBC	Update on the Assessment Pathway for children who have Attention Deficit Hyperactivity Disorder (ADHD).		Requested by Panel 11 January 2022
TBC	Delivery Model for Medical Education Provision – Update	16 March 2021	
TBC	Autism provision and the availability of places within education settings		Requested by Panel 10 May 2022
TBC	Nursery provision for 2-year-olds		
TBC	Domestic Abuse and Children - Update		Requested by Panel 3 November 2022
Standing Items			

March	Education Performance outcomes		Annually
July	WSCP Annual Safeguarding Report		Annually
November/January	Budget Scrutiny		Annually
March/July/September/November	Quarterly Performance and In-Year Budget Monitoring		Quarterly

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