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| **Workforce Self-Evaluation**  **Please use accompanying guidance to assist with completion and write a maximum of 500 words in each section** |
| **LOCAL AUTHORITY:**  **Completed by:** |
| **A - Local Context (quantitative data)**  What does your workforce data tell you about your key areas of strength / challenge? What do you learn from comparison with London and statistical neighbours? |
| **B - Local context (qualitative data)**  What do you know about your workforce from qualitative sources? Are there particular features of your local context which impact upon your workforce? |
| **C - Recruitment**  How effective is your current approach to recruitment? What is working and what are the key barriers to successful social work recruitment? |
| **D - Agency social workers**  Describe the key challenges and any successful approaches you have undertaken with social work agencies and the agency social workers you employ |
| **E - Retention and workforce development**  How successful are you at retaining social workers? Have you undertaken a social work health check? What approaches have you used to retain and develop social work staff? |
| **F - Strengths**  What do you see as the strengths of your social work workforce and your approach to ensuring quality and impact of your social workers? |
| **G - Challenges**  From your self-evaluation what have you identified as the key social work workforce challenges for your authority? |
| **H - Workforce improvement priorities and activity**  What are your key priorities over the next 12 months for ensuring you have a social work workforce which will deliver quality and impact for children? |