

WORKFORCE NEWSLETTER

MAY 2023 ISSUE

Dear colleagues,

We are delighted to share the latest updates from the Association of London Directors of Children's Services (ALDCS) Workforce Programme as we continue to move forward together. This month has seen us reach some exciting milestones, with many more around the corner. We are working at pace on a collaborative London response to the Stable Homes Built on Love National Consultation, to ensure we send a clear message to our government about the needs of our profession and the urgency. I encourage you all to respond individually or as part of your own Local Authority to the consultation and have your say.



The benefits and impact of working together to address workforce pressures are evident, but we must remain united, maintain levels of momentum and keep striving.

If you have a query or would like to have a conversation about the programme, please feel free to reach out to our Liia Workforce Programme Lead, [Rula Tripolitaki](#).

Nigel Chapman

DCS Brent and Workforce Policy Lead for ALDCS

THIS MONTH'S UPDATES INCLUDES;

- Social Work Week Event on Workforce Reform and Retention
- National Social Worker Healthcheck by the Local Government Association
- LGC Workforce Awards
- London Pledge Approaching One Year
- Permanent Recruitment Workshop Key Takeaways
- Children's SW Permanent Recruitment Framework (FLiP) Tender Launched
- Leadership in Colour Summit
- New Liia Website Launched

HARINGEY MAKES HISTORY

Congratulations to Haringey Council who have received their first 'GOOD' rating for it's children's services department since the 2004 Children Act.



The importance of fostering a culture where people feel valued and have a true sense of belonging was highlighted in Haringey's recent Ofsted report, which concluded:

"Haringey's diverse population is reflected in the workforce and senior leadership team. This is important to frontline staff and one of the attractions of working for this local authority. Staff and leaders are acutely aware of the enduring public perception of Haringey children's services. At all levels, staff are proud of working for Haringey. A culture of appreciation, kindness and support is firmly embedded."



Staff said their leaders care about them, listen to them and take action to address the things that need to change. In turn, staff are loyal and they care about their leaders. Staff who leave often return to Haringey. They talk about the feeling of 'family'. This sense of emotional safety is vitally important, enabling workers to practise with the confidence and persistence needed to effect change for children and young people who are living in very challenging circumstances."

Ann Graham, Director of Children's Services in Haringey, said it was heartening that inspectors were able to appreciate the positive culture that has underpinned the improvements in children's services and particularly that the care for staff from leaders was reciprocated with staff valuing and caring about leaders in Haringey.

Because of past tragedies, for Haringey to be judged as good (for the first time since the Children Act 2004) and seen to have such a solid foundation in its workplace culture is wonderful for Haringey and it is great for London.

CALLING ALL SOCIAL WORKERS

Have your say on the Stable Homes Built on Love Government Consultation

Following the Independent Care Review, the Government have responded and the consultation period is open for responses.

Complete the DfE's online survey.

Make sure your LA and individual voices are heard before it closes on **11th May 2023.**



**Department
for Education**

SOCIAL WORK WEEK EVENT - WORKFORCE REFORM AND RETENTION BY SOCIAL WORK ENGLAND

As part of Social Work Week 2023, Social Work England hosted a series of events aiming to raise the profile of Social Workers and discussing key challenges being faced by the sector.

The LIIA Team attended a event focused on Workforce Reform and Retention, bringing together leaders in Social Work nationally with Ade Adetosoye, Chief Executive for Bromley and Chair of the LIIA Board, contributing valuable insights from London's journey to the discussion.



The session considered some of the key pressures in the sector; increased agency reliance, the relationship between social work and social care, how the next generation of social workers are entering the profession and how systemic changes now could make a positive impact to the future of the profession - including initiatives like the [London Social Work for Children microsite](#).

[Click here to watch the full session on Social Work England's Youtube Channel.](#)

LA-LED PERMANENT RECRUITMENT WORKSHOP - KEY TAKEAWAYS



Camden



In March, LIIA hosted a joint workshop with colleagues from **Wandsworth, Harrow, Camden and Newham** where they shared their permanent recruitment experiences and learnings from recent campaigns in a challenging and fast paced market.

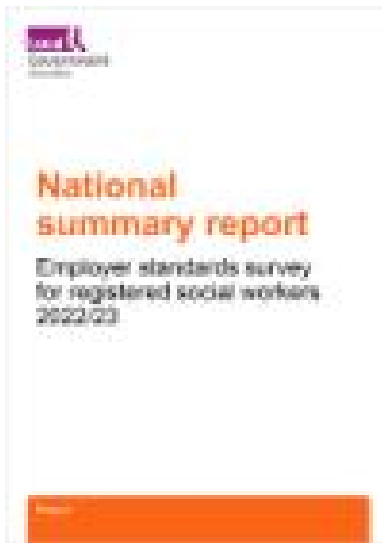
"Whatever the reason, we as employers need to be proactive and flexible in order to retain our talent." - Wayne Cockerill, Resourcing Manager, Camden

Over 60 London LA colleagues attended, contributing to lively discussions on 4 core themes: *Retention First, Strengthening Digital, Learning from International Recruitment and putting Practice Models at the Heart of Recruitment*. Many expressed the benefit of coming together, with a powerful recognition that relationship based recruitment practices win out, because ultimately recruitment **'is a heart game'**.

"Leadership must talk about and promote your practice model so that it's at the heart of everything and that anybody coming in can see and feel that around them." - Rasheed Pendry, Deputy Director - Children's Services, Wandsworth

[Read the key takeaways from the workshop here.](#)

NATIONAL SOCIAL WORKER HEALTHCHECK REPORT BY LOCAL GOVERNMENT ASSOCIATION



The Local Government Association has published its annual summary report of the **employer standards survey for registered social workers 2022/23**

LGA describes the employer standards survey, sometimes known as the 'health check', as giving "a voice to registered social workers, occupational therapists, and non-registered social care professionals and allows them to feel listened to and that their employer is proactive in tackling challenges.

The purpose of the survey was to better understand a number of critical questions about their experiences."

[Click here to read the summary report.](#)

LONDON PLEDGE - APPROACHING ONE YEAR

The London Pledge is approaching one year. This initiative underpins the regional commitment by 32 London Authorities to address the reliance on agency staff and rising costs through collaboration rather than competition has been demonstrated the 'power of councils working together', and this spirit clearly carries through the [ALDCS Workforce Priority programme.](#)

Together London Authorities have worked transparently and cooperatively, developed a clear picture of agency reliance through achieving a 100% collection in quarterly data returns, developed multi-disciplinary sub-regional governance groups owned by Children's Services, engaged directly with agency providers as partners and influenced national intervention.

To recognise this milestone, and the impact and performance of the initiative over the last year;

[Please complete the London Pledge: Impact Survey.](#)

LGC WORKFORCE AWARDS



The LGC Workforce awards are open!

Winning an LGC Workforce Award can provides you and your team with the recognition you deserve at an event celebrating your achievements and the difference you make

Don't miss your chance to win. Entries are now open and you have until **Friday 9 June 2023** to submit a winning application.

[Click here to enter!](#)

ALDCS LEADERSHIP IN COLOUR SUMMIT

Wednesday 24th May



We are delighted to confirm that the annual ALDCS Leadership in Colour Summit will take place on **Wednesday 24th May**.

The Leadership in Colour Summit will bring together the strategic leaders and global majority workforce of London's Children's Services. We will have a focus on three themed areas, using the time together to agree our ambitions for the 2023/24 Leadership in Colour programme. These will include:



'Our People' - The London children's workforce

'Before, Alongside and After Youth Justice'

'Early Years and formative experiences'

The event will offer a mixture of keynote speakers and workshops designed to tackle the 'so what?' question in response to complex challenges and elicit clear next steps. Please speak to [Matthew Raleigh](#) if you need any further assistance booking your ticket.

CHILDREN'S SW PERMANENT RECRUITMENT FRAMEWORK (FLIP) TENDER LAUNCHED

We are excited to share that the tender for FLiP (Framework for London in Permanent) Children's Social Work Recruitment was released to the market this month. The framework aims to bring consistency across the region and impact on the engagement with our specialist agency providers, and candidates seeking permanent employment.



Framework for London in
Permanent Children's
Social Work Recruitment (Flip)

[Read more about the FLiP initiative.](#)

The creation of a framework, developed in partnership with YPO and London Councils, is rooted in several core objectives:

- Produce a **specialist supplier list for London** which provides easy engagement with agencies
- Provide an **effective route to market** which is supported by agencies able to deliver effectively
- Create a **level playing field** for both agencies, Local Authorities and candidates
- Introduce consistency in pricing
- Contribute to London's ambitions to **reduce reliance on locum social workers**
- Provide **consistent reporting** of engagement levels

[View the tender.](#)



Visit lila.london to learn more

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NEW LIIA WEBSITE!

The LIIA team is delighted to announce that the new LIIA website was launched earlier this week. With better navigation and more detailed information about our projects, we hope you like our new look.



Explore the ALDCS Workforce Priority Area!



[About Us](#) [Our Priorities](#) [Members Area](#) [Networks](#) [Directory](#) [News](#) [Contact Us](#)

Workforce

The Workforce Priority Workstream is led by Nigel Chapman (DCS Brent) and supported by the London Workforce Steering Group.



Those with existing LIIA Members Area accounts have received an email asking them to create a new password before trying to log in. You can use the **request new password** feature on the website to do so.

If you have never had an account on the LIIA website, you can **register here** to create one.

Please [contact administratoreliia.london](mailto:administratoreliia.london) if you experience any issues with your account.

GET IN TOUCH

Please visit our website: liia.london for more detailed information on each of the ALDCS priorities, or contact the team directly to discuss anything in greater detail.

Please let us know your feedback on this newsletter [via email](#) so we can keep improving future editions.

MEMBERS AREA ACCESS

As always, [you can click here to register for access](#) to our dedicated Workforce Members' Area.

THANKS FOR YOUR INCREDIBLE WORK SUPPORTING AND PROGRESSING THE WORKFORCE PROGRAMME!

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