

WORKFORCE NEWSLETTER

JULY 2023 ISSUE

Dear colleagues,

We are really pleased to share the latest updates from the Association of London Directors of Children's Services (ALDCS) Workforce Programme as we continue to make progress together.

June was full of exciting milestones with our official launch of **London Social Work for Children**, publishing the **Big Listen report** and successfully closing the **FLiP permanent recruitment framework** evaluations.



Our London Workforce Steering Group also celebrates one year of establishment this month. We have been grateful to welcome new members to the group and begun the process of setting our goals for the year ahead so that we can continue to push forward with our big ambitions for the workforce; including actively responding to what we have heard from the Big Listen in our workforce strategy, widening our gaze to incorporate other areas of the workforce such as SEND and residential, and addressing the underlying issues of sustainability and supply.

We should all be very proud of what we have achieved together and London's collective spirit and energy never falls short of brilliant. If you want to discuss the programme in more detail, please feel free to reach out to our LIIA Workforce Programme Lead, [Rula Tripolitaki](#).

Nigel Chapman

DCS Brent and Workforce Policy Lead for ALDCS

SOME OF THIS MONTH'S UPDATES

- London Social Work for Children Live
- The Big Listen Report Published
- ALDCS Leadership in Colour Summit Evaluation
- The Black Care Experience Conference Report
- Community Care Launch 'Choose Social Work' Campaign

LONDON SOCIAL WORK FOR CHILDREN: LONDON IS LIVE!



“
I'm proud to be a children's social worker in London!
”

Register today for the latest social work career opportunities in London

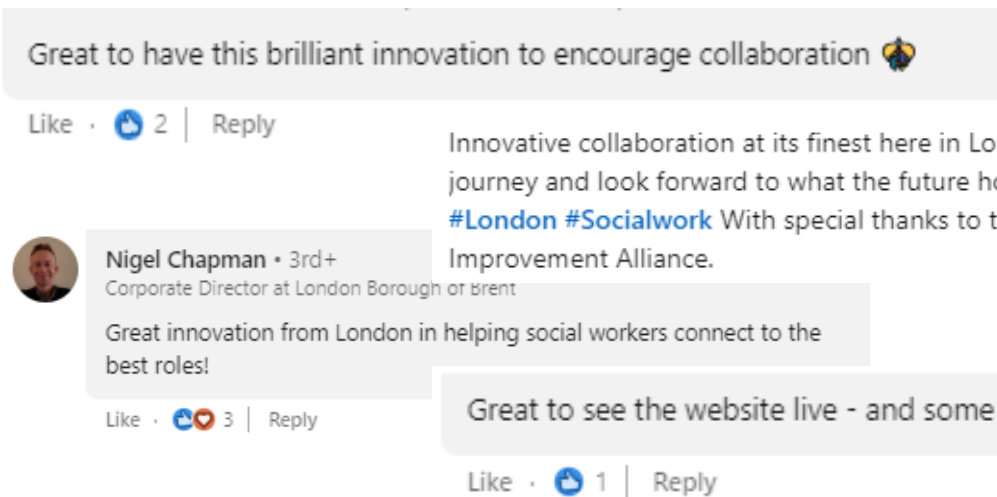


We are proud to have officially **launched London Social Work for Children** with all London's 33 Authorities represented in one place! With huge thanks and appreciation for all of London's incredible recruitment teams!

In just a few short days of being live London have:

- Posted **over 110 live social worker jobs**
- Had an incredible **2,500 visitors to the site**
- Seen an impressive **8.33% click through rate**
- Received **over 100 new candidate registrations**

[Read the LSWC press release](#)



What a wonderful platform for the best Social Work opportunities! Thanks to [London Innovation & Improvement Alliance \(LIIA\)](#) for all the hard work to support the sector and children 🙌🙌🙌

Help promote London's platform!

Follow, comment and share with your networks!

- LSWC [Linkedin](#)
- LSWC [Twitter](#)

Add the LSWC signature to your email!

London  **Social Work for Children**

 www.londonsocialworkforchildren.com
 **LinkedIn:** London Social Work for Children
 **Twitter:** @LondonSWC



SHARE YOUR CAREER JOURNEY WITH US!

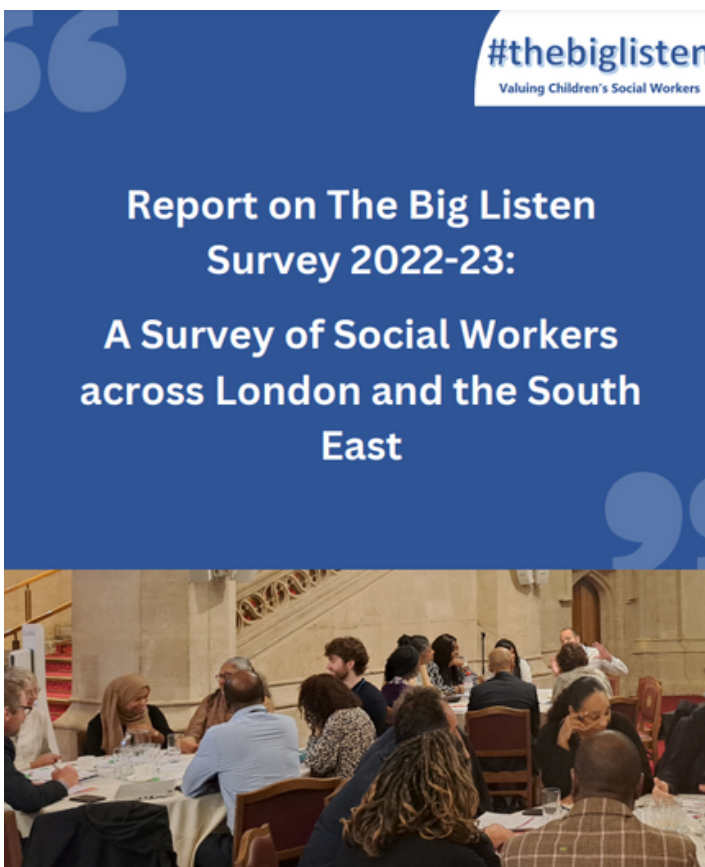


We want to **celebrate the personal career journeys and experiences** of London's children's social worker workforce! **If you, your colleagues or members of your team are children's social workers currently working in a London Authority at any stage of your career, we'd love to hear from you!**

[Please follow this link to complete a short career questionnaire](#) all about you to help us learn about your story.

Note: If you would prefer your story to be published anonymously, we are very happy to accommodate this!

THE BIG LISTEN REPORT: IT'S PUBLISHED!



The Big Listen was an ambitious research project undertaken collaboratively between **52 local authorities in London and the South East.**

The research listened directly to frontline social workers and managers through a combination of **focus groups attended by over 150 people and a survey completed by over a 1000, representing more than 8% of all social workers/managers in both regions.**

The purpose of the Big Listen was to develop a high-quality **evidence base to inform the development of workforce strategies at both regional and local authority level** to help find new and innovative ways of addressing the difficulties faced by the sector.

[**Read the Big Listen Report here**](#)



LEADERSHIP IN COLOUR SUMMIT: AN IMPORTANT MILESTONE FOR LONDON!



The Leadership in Colour Summit brought together over 175 people to discuss and tackle issues of racism and disproportionality. The day was powerful, inspiring and productive, with a deep dive into themes of workforce, youth justice and early years.

The day was also an opportunity for the London Children's workforce to come together as colleagues and friends. The warmth and joy this brought were evident; for many this was a chance to connect again after the restrictions of the Covid-19 pandemic.



The day looked to tackle the 'so what' question and we will use the work of delegates to inform proposals for the 23/24 Leadership in Colour work programme.

There were very high satisfaction levels with the day: 60% of respondents scored the Summit 5/5, 35% of respondents scored the Summit 4/5.

What's next? In the year ahead we intend to grow the programme for which the summit has allowed a strong collection of the objectives and ambitions expressed. These will guide our development of the programme in 2023/24 across a variety of priorities within workforce, before/around/after youth justice, data development and beyond.

[Read the full ALDCS evaluation report and next steps.](#)

THE BLACK CARE EXPERIENCE CONFERENCE REPORT 2023



This Report contains the findings from the Conference's small group sessions, as they answered 'What must Culturally Competency include?' and "What do you need to know when raising a black child or young person in Children's Social Care?".

Attended by 125 delegates from Children's Social Care Workforce, the Voluntary Sector within Children's Social Care sector and the Black Care Experienced from England, Scotland and Wales, they gathered together to explore what it really means to be 'culturally competent' and whether being 'culturally competent' can help to improve the Care, Outcomes and Life Chances of Black Children and Young People in Care and keep them connected to their Culture, Identity and Heritage whilst in the Care System.

[READ THE REPORT HERE](#)

COMMUNITY CARE LAUNCH 'CHOOSE SOCIAL WORK' CAMPAIGN



Community Care's Choose Social Work campaign will champion the brilliant work social workers do every day, inspire the next generation of practitioners, and counteract the negative media coverage of the profession.



Jenny Molloy: 'Social workers have been so important in my life'

Author and care leaver Jenny Molloy talks about what social workers have meant for her for Community Care's Choose

The campaign kicked off with Jenny Molloy talking about the role social workers have played in her life, particular moments that made a difference, and the advice she would give to new social workers.

Jenny Molloy is the bestselling author of *Hackney Child*, *Tainted Love and Neglected*, and a care leaver.

[Watch the interview here](#)

LONDON'S SPECIALIST CSC SOCIAL WORK FRAMEWORK: AWARDS ANNOUNCED IN JULY

We are pleased to update that we have just closed evaluations for the FLiP (Framework for London in Permanent) Children's Social Work Recruitment and we will be **announcing the successful agencies in w/c 17th July.**



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

The framework aims to bring consistency across the region and impact on the engagement with our specialist agency providers at a regional level.

What's next? We'll be providing you with a toolkit to support local level governance to enable draw down from the new framework as a route to market, and be providing mechanisms to support effective engagement with suppliers.

And then? We'll be undertaking the agreed market research to support the ambition of a Lot 2 of the framework for International Recruitment.

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



VISIT THE LIIA WEBSITE!

In case you have not seen it already, we are pleased to let you know that the LIIA website has relaunched, with better navigation and more detailed information about our projects. We hope you like our new look!

[Explore the ALDCS Workforce Priority Area!](#)

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 **administrator@liia.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 SUPPORT KEEPING LONDON'S WORKFORCE PROGRAMME MOVING!

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