

WORKFORCE NEWSLETTER

AUGUST 2024 ISSUE

Dear colleagues,

With a new government voted in since our last newsletter there is the hope of change afoot with promise of a focus on both supporting and strengthening our current and future workforce.

We are firmly united in our ambition to improve outcomes for London's children and families, continuing our collaborative work to accelerate progress, drawing on our many partnerships to ensure greater sustainability.

As demonstrated through our ambitious regional work we *do change best when we do it together*. This is the culture that carries us and puts us in the strongest position not only to support and influence our new government and policy makers, but to be the champions of change.



Do take the time to engage in the content and opportunities outlined within this newsletter including; *maximising use of London Social Work for Children as your press outlet to celebrate local practice and support your recruitment campaigns, responding to the 'Understanding Barriers to ASYE Recruitment' survey undertaken in collaboration with the British Association of Social Work (BASW), engaging in the Adolescent Safeguarding in London (ASiL) Handbook to support practice, and encouraging your teams to join the upcoming Pan-London Care Leaver Compact event to promote offers available to all London care leavers.*

Finally, I hope you have the time to rest and recover over the summer so that we can all feel refreshed for our upcoming activities.

Nigel Chapman

DCS Brent and Workforce Policy Lead for ALDCS

Please reach out to Rula Tripolitaki, Workforce Programme Lead for ALDCS if you wish to get involved in or discuss any aspects of the programme in more detail.

Just some of this month's news...

- TAKEAWAYS: Recording and Summary of the regional 'Agency to Permanent Engagement' Workshop
- REMINDER: Register for the SC-WRES Improvement Programme 2024 by *Friday 16th August*
- UPDATE: ALDCS approve progress of International Recruitment Framework launch
- RESPOND: Complete your LA response to the 'understanding barriers in recruitment to ASYE places' survey by *Friday 6th September*
- EVENT: Briefing Session for Personal Advisors and Participation Workers on the Pan London Offer for Care Leavers
- UPDATE: Adolescent Safeguarding in London (ASiL) Practice Handbook – 2nd Edition and Webinar

TAKEAWAYS: RECORDING AND SUMMARY OF THE REGIONAL 'AGENCY TO PERMANENT ENGAGEMENT' SESSION

A huge thanks to those who attended the regional **'Taking a Relational Approach in Agency to Permanent Engagement' workshop.**

Led by LA colleagues from Newham, Merton and Bexley, we heard important principles about culture, leadership and relational practice that sit at the heart of all successful workforce recruitment and retention approaches. We were also lucky to hear from several Social Workers who generously shared their personal experiences and the key factors in their decision to move from agency to permanent employment with their London LA.



Watch the recorded session here



‘Taking a relational approach in agency to permanent engagement’

Tuesday 16th July
3pm to 4:30pm







You can also [access the slides shared during the session here](#).

REMINDER: REGISTER YOUR LA FOR THE SC-WRES IMPROVEMENT PROGRAMME 2024 BY *FRIDAY 16TH AUGUST*

The **SC-WRES** was developed by Skills for Care as a race equity tool for the social care workforce to identify disparities with respect to the experiences of people from a Black, Asian and minority ethnic background.

The work was tested in 2021/22 with 18 local authorities, of which 7 were London Authorities (Brent, Hounslow, Richmond and Wandsworth, Merton, Southwark, Bexley, Barking and Dagenham), and undertaken in partnership across adult and children social services. The SC-WRES supports organisations to address evidence and make progress towards race equality.

The improvement programme invites local authorities to collect and submit data on an annual basis against **nine indicators** which hold up a mirror to reveal inequalities, support change, and strengthen the accountability of organisations. Organisations can then use their findings to develop action plans to support organisational change. The SC-WRES Improvement Programme is a long-term process, as new practices are embedded into everyday behaviour with change monitored and improved year on year.

The work is supported nationally by ADASS and ADCS as a beneficial programme to support the impact of national and regional equalities work. There is no cost for local authorities registering for the SC-WRES Improvement Programme in 2024. The registration for 24/25 is underway, with all 18 LAs in the initial test renewing their registration already.

Skills for Care welcome applications from children and adult services by the **deadline of the 16th of August 2024**. It will not be possible to register after this date .

Please contact Equalityandrights@skillsforcare.org.uk to progress your LAs' registration.

UPDATE: SUCCESSFUL LAUNCH OF LONDON'S CHILDREN'S HOMES MANAGERS NETWORK

"This network launch meeting has been very informative. Thank you for setting this up and I look forward to the future of this partnership!" - Network Member



In July the new London Children's Homes Managers Network officially launched, bringing together Registered Managers, Deputy Managers and Responsible Individuals from all LA-owned and run children's homes across the capital, as well as those involved in the opening of new homes. It is an exciting and important development, with members committed to sharing learning, exploring progressive collaborations and establishing a consistent voice to positively influence policy.

"We are delighted to have launched the London Children's Homes Manager's Network', bringing together staff from Children's Homes across the capital for the first time. Although we have only just launched, it's already clear that the development of this forum is a welcome and much needed opportunity for those running and developing safe and loving homes for London's most vulnerable children. This network intends to establish itself as a forum for sharing good practice, exploring solutions to shared challenges and being a collective voice in the influence of policy and practice. We are proud to be involved in supporting this network and excited to make progress together to improve the experiences and outcomes for London's children." - Network Co-Chairs Craig Edmunds - Service Manager & Registered Manager for Sutton, and Ishara Tewary - Strategic Lead for Children in Care and Care Leavers & Responsible Individual for Greenwich

New Resources

You can learn more about the network on the LIA website here - [London Children's Homes Manager's Network](#), and we have introduced a sharepoint in the member's area for those who are part of the network here- [London Children's Homes Manager's Network - Resources Area](#).

If you wish to discuss anything further about the network, please contact [Rula Tripolitaki](#) or [Bethan Evans](#).

REMINDER: MAKING THE MOST OF LONDON SOCIAL WORK FOR CHILDREN (LSWC) FOR YOUR LA

In July the LSWC team ran two regional 'LSWC Training Refresher' Sessions for all LA Users to hear best practice advice and top tips on maximising the [LSWC platform](#) to support and strengthen local recruitment campaigns including making best use of the LSWC team.

To support LSWC's continued progress and ambitions there are just **Four Actions for LAs!**

To receive the recorded training session and monthly LSWC bulletin, discuss new content and campaign developments please reach out to [Eliana Neyhus](#) or [Rula Tripolitaki](#).



UPDATE: ALDCS APPROVE PROGRESS OF INTERNATIONAL RECRUITMENT FRAMEWORK

We are pleased to confirm that in July ALDCS signed off the proposal to progress with the development of and tender launch of the International Recruitment Framework for social work. According to a [report](#) that the [British Association of Social Work \(BASW\)](#) published last summer, studies estimate that over 10 per cent of England's qualified social workers trained abroad. Social Work England reports the number of overseas social workers applying to work in England annually rose almost threefold in the three years leading up to the report.

This initiative intends to support all LAs with accessing consistent and ethical recruitment support from a qualified supply chain who have been specifically evaluated to fulfil recruitment and retention requirements. The framework will come at a time where legislative change in immigration rules are expected to have a direct impact on the market and serves to provide a compliant route to market for all LAs. This is the second phase of the [Framework for London in the Permanent \(FLIP\) Recruitment of Social Workers](#), launched successfully by YPO, London Councils and LIA in August 2023, and has benefited from the learnings and improvements captured through this first phase.

Our expert Task & Finish Group represent a number of LAs across London who are collectively leading the design and development of the international recruitment framework. The group continue to meet on a weekly basis to drive forward this new and innovative solution. It is expected that the tendering opportunity will launch after the summer holidays, with quarter four used to ensure a thorough evaluation of tenders, prior to the launch of the Framework.

If you have any comments, or wish to share any insights, please contact HRsolutions@ypo.co.uk

RESPOND: COMPLETE YOUR LA RESPONSE TO THE 'UNDERSTANDING BARRIERS IN RECRUITMENT TO ASYE PLACES' SURVEY BY *FRIDAY 6TH SEPTEMBER*

Following exploration into Newly Qualified Social Worker (NQSW) recruitment challenges within **Children's Services in 2023**, it identified that although London LAs receive high levels of NQSW applications for ASYE (Assessed and Supported Year in Employment) places, they may not always be able to recruit to their desired capacity due to a combination of barriers, which is creating an 'ASYE bottleneck'.

This survey is to help us better understand; the barriers experienced by LAs, to what extent this is a shared experience across London and to use the learnings to support awareness raising and explore opportunities that may help.

[Click here to complete the survey for your LA](#)

This survey has been designed in partnership by the British Association of Social Work (BASW) and the London Innovation and Improvement Alliance (LIIA).

GET INVOLVED: SEND WORKFORCE PROGRESS AND OPPORTUNITY FOR YOUR LA TO CONTRIBUTE

Collaboration with the ALDCS SEND Programme continues with in-depth research into London's SEND workforce. We are currently building on findings from the SEND Workforce Scoping Survey; drawing on relationships with our Managed Service Providers (MSPs) (who have supported social work initiatives such as the London Pledge) to explore recruitment data and developing case studies to identify good practices and challenges in recruitment and retention. Primary areas of focus are SEND case-holding roles and Educational Psychologists. We are particularly interested in SEND workforce structures and factors influencing recruitment and retention, such as caseloads and salaries.

If your LA is interested in being part of this research and contributing to the learnings that will inform future regional initiatives, please get in touch with [Rula Tripolitaki](#) and/or [Beth Evans](#).

EVENT: BRIEFING SESSION FOR PERSONAL ADVISORS AND PARTICIPATION WORKERS ON THE PAN LONDON OFFER FOR CARE LEAVERS - *THURSDAY 26TH SEPTEMBER*

We are delighted to invite Personal Advisors and Participation Workers to this [briefing session on Thursday 26th September from 10am to 11:30am](#) to ensure the offers available through the Pan London Compact and those that the Care Leaver Covenant hosts are promoted and circulated widely across the region to those working with London's care leavers.

This session will be held online and will support key staff working with London's care leavers to highlight the wide range of resources available and how we can improve cross regional collaboration. We also want to hear from you about the best ways of communicating resources and offers in future

[Click here to book your place on the briefing session](#)

The Pan London Care Leavers Compact provides a framework for developing consistency, breadth and quality in the support offered to London's Care Leavers. This is sponsored by the Association of London Directors of Children's Services (ALDCS) and was funded by the DFE. This aims to bring all partners together to shape offers around health, education, training and employment, housing, mentoring and transport. Access the [Pan London Care Leaver Compact here](#), learn more about [London's Children in Care Council here](#) and find out more about the [Care Leaver Covenant here](#).

If you would like to discuss the ALDCS Care Leaving Programme further please contact [Matthew Raleigh](#).

UPDATE: ASIL PRACTICE HANDBOOK - 2ND EDITION AND WEBINAR

LIIA is excited to announce that the development of a 2nd edition of the Adolescent Safeguarding in London (ASiL) handbook is underway! ASiL is a practice handbook for anyone who works to build safety with young Londoners facing different types of harm in their lives and is a valuable resource to add to yours', colleagues' and wider teams' practice toolkit.

[Click here to access the first edition of the Adolescent Safeguarding in London Handbook](#)

The development of the 2nd edition, expected to be published in late 2024, is led by Colin Michel and LIIA, and is being overseen by the London Adolescent Safeguarding Oversight Board (LASOB) and the London Safeguarding Children Partnership (LSCP) Executive, in close collaboration with MOPAC and the London Violence Reduction Unit (VRU).

In the lead up to the launch of the 2nd edition, a string of new resources and webinars will be available for you to attend to support and highlight particular areas of practice. Keep an eye on the LIIA website for the latest updates and look out for an invite in the next edition of the newsletter to the ASiL Practice Handbook Webinar, hosted by Partnership for Young London on Tuesday 24th September.

HOW TO: ACCESS THE LIIA WORKFORCE DASHBOARDS

LIIA continues to develop Workforce Data Dashboards as part of the workforce programme to support LAs, with two live dashboards available, including;

- **Children's Social Work Workforce Census Dashboard** (updated as at 30 Sept 2023)
- **Leadership in Colour Dashboard** (as at 30 Sept 2022, annual statutory collection)
- **Children's Social Work Agency Staff Dashboard** (London Pledge, quarterly collection)

Together these dashboards provide London Authorities with valuable tools to support both local and regional workforce development and ensure that progress can be monitored.

Not working for you? To access the dashboards you will need to login to your account on the [LIIA Website Members Area](#). Or if you do not already have access you can register via the [LIIA website](#). Still experiencing problems, then please email our website [administrators](#).

GET IN TOUCH ABOUT WORKFORCE

If you would like to discuss any areas of the programme in more detail please reach out to our Workforce Programme Lead, [Rula Tripolitaki](#) or visit the [ALDCS Workforce Priority Area](#).

MORE ABOUT LIIA & ALDCS WORK

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

THANK YOU FOR SUPPORTING THE ALDCS WORKFORCE PROGRAMME!

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