

WORKFORCE NEWSLETTER

JULY 2025 ISSUE

Dear Colleagues,

I am delighted to share this latest edition of the **ALDCS Workforce Newsletter** with you all as we begin to prepare ourselves for the summer, which I hope also provides room for rest and recuperation after a very busy year so far, and more to come in September.

Over recent months we have maintained positive progress on key projects and are pleased to have continued to expand our focus, particularly within our SEND Workforce activities along with early regional engagement in opportunities to collaboratively develop pathways for our diverse alternatively qualified and skilled workforce.

Amongst key updates we are pleased to have successfully launched the **International Recruitment Framework** to strengthen overseas recruitment of both adults and children's workers; this framework is available to LAs nationally and hopes to bring reassurance of ethical practice, quality of candidate experience and consistency of cost.

We are also really pleased to have worked collaboratively with our **London Social Work for Children** team to develop some brilliant video interviews with many of our colleagues across London who shared impressive examples of practice through our **Practice Spotlight** initiative. Soon we will be launching an evaluation survey to ensure that we can capture key reflections and learnings to support the next edition of Practice Spotlight later in the year. In the meantime [explore all the videos here](#) and read below for more info.

And finally, please ensure that you take a final opportunity to contribute to **The Big Conversation survey**.

Thank you for all you do locally and regionally to support this programme and wishing you all a happy and healthy summer!

Julie Kelly, Corporate Director of Children's Services, LB Hillingdon and ALDCS Workforce Policy Lead



*Julie Kelly, Corporate Director of
Children's Services, LB Hillingdon and
ALDCS Workforce Policy Lead*

If you would like to discuss the programme in more detail please reach out to our Workforce Programme Lead, [Rula Tripolitaki](#)

This month's news...

- **International Recruitment Framework Live:** Official launch to support LAs with overseas recruitment of adults and children's social workers
- **The Big Conversation:** Final opportunity for CSC Social Workers to contribute to the research
- **Practice Spotlight Update:** New LA video interviews available in the Digital Resource
- **SEND Workforce:** Introducing a London Pledge for use of agency Educational Psychologists
- **CSC Agency SW Statutory Guidance:** Key activities and reminders for 1st October deadline
- **Engagement Opportunity:** DfE pre-market engagement for Children's Home Workforce grants

NEW FRAMEWORK LAUNCHED TO STRENGTHEN OVERSEAS RECRUITMENT OF ADULTS & CHILDRENS SOCIAL WORKERS

A first-of-its-kind framework has been launched to provide local authorities across the UK with a compliant and ethical route to market when they undertake overseas recruitment of adults and children's social workers as part of their overall recruitment strategies.

The new framework - HR and People | International Recruitment of Social Work - 1166 - was developed by public service buying organisation YPO in partnership with London Councils and the London Innovation and Improvement Alliance (LIIA) on behalf of the Association of London Directors of Children's Services (ALDCS).

"International recruits are valuable members of our workforce and our local communities. By closely engaging with the market, stakeholders and international recruits as part of this framework design and development we have been able to collaboratively design a solution that speaks directly to the needs of both client and candidate to ensure best recruitment practice, ethical processes and consistency of market engagement."

Julie Kelly, Corporate Director for Children and Young Peoples Services at London Borough of Hillingdon and ALDCS Workforce Lead

The framework is available to all local authorities across the UK who may be seeking to explore the international recruitment of adults and children's social workers as part of their workforce development strategies and require the support of specialist agencies. The design of this YPO framework guarantees uniformity in price structure, stable costs, a single point of contact for local recruitment activity and a consistently high standard of service through pre-agreed terms and conditions. Contact [Sabine Stolwijk](#), our YPO Framework SPOC to get started.

[Read about more about the launch and framework here](#)

Please note that this new framework is not affected by the recently proposed legislation to ban the overseas recruitment of unqualified care workers which increasing the skills threshold for Skilled Worker Visas to RQF 6. Social Workers use the Health & Social Care Visa for which the threshold remains unchanged



LAST CHANCE TO HAVE YOUR SAY IN THE BIG CONVERSATION



The Big Conversation is the second release of The Big Listen, a workforce research project led collaboratively by the London Innovation & Improvement Alliance (LIIA) and the South East Sector Led Improvement Programme (SESLIP).

Click to respond to the survey!

This is an exciting opportunity for child and family social workers, managers, students and agency workers to share their views and the greater the response, the more meaningful the impact. The research includes a survey and a series of focus groups. Its purpose is to affect change with and not to the workforce.

The survey will close early Summer 2025.

OR SCAN THE QR CODE BELOW



PRACTICE SPOTLIGHT: NEW LA VIDEO INTERVIEWS

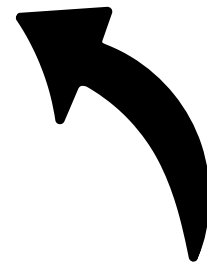
In May, we official launched the **Practice Spotlight Digital Area**, a special resource that sits at the heart of sector led improvement in London housing over 100 examples of practice shared across London, allowing stakeholders and partners to directly engage with the many innovative and impactful work with children and families.

This month we are delighted to launch the new addition of **Practice Spotlight LA Video Interviews** so that you can hear directly from those delivering the work!

Check out the interviews!



If you'd like to speak to us about developing a video interview, case study or other content to support promotion of your practice and directly link to your recruitment campaigns please get in touch with [Eliana Neyhus](#) or [Rula Tripolitaki](#).



ONE OF LONDON'S OWN PRACTICE SPOTLIGHTS IS AN MJ ACHIEVEMENT AWARD WINNER!

Congratulations to Haringey Council in partnership with the Met Police and LIA for winning an MJ Achievement Award for Innovation in Children and Adult Services, pioneering a data-sharing approach with police to use **stop and search** encounters as safeguarding opportunities.

Their preventative, trauma-informed work, co-produced with young people, improved early intervention and influenced cross-borough and pan-London safeguarding practices. Truly innovative the programme can now be rolled out across multiple police forces and authorities, ensuring that young people have a voice and are seen as people and not just a statistic!"



If you would like to discuss any areas of this work in more detail please reach out to [Rula Tripolitaki](#) or [Matthew Raleigh](#).

INTRODUCING A LONDON PLEDGE FOR THE USE OF AGENCY EDUCATIONAL PSYCHOLOGISTS

The Association of London Directors of Children's Services (ALDCS) have been undertaking research to better understand the needs of the SEND workforce, with the recruitment and retention of Educational Psychologists (EPs) highlighted as a shared challenge nationally, with increased agency working creating unsustainable financial pressure and concerns around quality of practice.

As one part of a wider SEND workforce development programme, together with in partnership with the London Network for the National Association of Principal Educational Psychologists (NAPEP) we have developed a London Pledge for Educational Psychologists (LPEP), designed to address challenges in the recruitment and retention of EPs, with a focus on embedding consistent recruitment practices in the supply and quality of agency workers using evidenced protocols adapted from the Child & Family Social Worker London Pledge and subsequent DfE Statutory Guidance for Child & Family Social Workers.

The LPEP recognises the need for Local Authorities to respond collectively and in cooperation and seeks to provide clear protocols and mechanisms of control, whilst also ensuring Local Authorities can respond to their own needs in times of significant pressure locally. Many other regions are moving forward on parallel activities and we hope to support wider collaboration through ongoing engagement with DfE. *The final agreement will be shared separately.*

We recognise that agency working is often a symptom and not a cause and are therefore seeking to strengthen understanding of the permanent EP offer, create opportunities for shared learning and ensure that listen from the SEND workforce.

>> Respond to Permanent EP Recruitment & Retention Survey - We encourage all LAs to submit data to the London Councils HR Metrics EP Recruitment & Retention survey, deadline 1st August, to assist with regional analysis and benchmarking. Contact [Tessa Mapley](#) or [Rula Tripolitaki](#).

>> Book your place at the regional SEND Workforce Recruitment & Retention Workshop - On Tuesday 30th September from 12-2pm, LIA will be hosting a regional shared learning event that will draw on the findings from the [SEND Fieldwork Report](#) and Practice Spotlight, with leadership from several LAs who will share their experiences.

>> Look out for the Big SEND Conversation Research - In parallel with the launch of the LPEP we will also launch the Big SEND Conversation research to hear directly from the SEND workforce and ensure the development of the SEND Workforce programme priorities are done with and not to. If you'd like to support the development of this survey, particularly if you are a multi-agency partner, we would love to hear from you! Contact [Rula Tripolitaki](#).

CSC AGENCY SW STATUTORY GUIDANCE: KEY REMINDERS

In the latest regional data collection London LA's collectively reported their lowest ever agency reliance rate for the region. The deadline for all LAs across England to be **compliant with the national statutory guidance for the use of CSC Agency Social Workers is 1st October 2025**. Here's what LAs need to know:

- **Submit the London region price caps to DfE by 1st August:** [You can submit via this link](#). London remain committed to cross-regional working and opportunities for consistency of price caps moving forward.
- **Compliance across all agency workers by 1st October:** All existing agency child and family social workers must comply with the regional price caps and other rules, particularly the 3 years PQE in a permanent role, from 1st October. To confirm this applies to all agency candidates irrespective of when they started.
- **Respond to the Q1 2025 collection by 31st August:** The next collection period for Q1 25/26 is now open and we encourage early engagement in returns. You can [submit your DfE return via this link](#) and find the [operational guidance here](#). *Reminder to upload your returns to Infinistats to support continuation of the London Dashboard.*
- **Price Caps will be included in returns from Q3 2025:** The Q3 25/26 statutory data collection will be the first to include price caps as part of the collection.

If you wish to discuss this guidance further or require support please contact [Rula Tripolitaki](#).

OPPORTUNITY: PRE-MARKET ENGAGEMENT FOR CHILDREN'S HOME WORKFORCE GRANTS

DfE will be hosting a webinar on Wednesday 23rd July at 10am - 11am to discuss pre-market engagement for Children's Home Workforce grants. LIA colleagues will also be attending and are also engaging directly with DfE to support preparation and understand opportunities for collaboration.

Context from DfE:

"We are looking to secure funding to work with local authorities to deliver workforce development programmes to improve the sufficiency and quality of the residential workforce in children's homes, targeted to local authorities using DfE capital funding to open new children's homes. We recognise that local authorities experience different workforce challenges, and we would like your input to shape our approach to utilising any funding, should we be successful. This is pre-market engagement and we would look to announce a formal grant process in Autumn 2025, subject to funding. We will provide further context on the webinar."

[Click here to sign up the webinar](#)

For those unable to attend, DfE will provide supporting materials after the webinar to ensure you can still engage with the discussion. Please email CH.WORKFORCE@education.gov.uk if you would like to receive the materials or have any questions.

ACCESS THE LIA WORKFORCE DASHBOARDS

LIA 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](#) (as at 30 Sept 2024)
- [Leadership in Colour Dashboard](#) (as at 30 Sept 2024, annual statutory collection)
- [Children's Social Work Agency Staff Dashboard](#) (London Pledge, *NEW Updates*)
- [London Social Work for Children Dashboard](#) (updated monthly - *NEW Updates*)

Together these dashboard 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 [LIA Website Members Area](#). Or if you do not already have access you can register via the [LIA 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 LIA & ALDCS WORK

Please visit our website: liaa.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 CONTINUING TO SUPPORT THE ALDCS WORKFORCE PROGRAMME!

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