

# WORKFORCE NEWSLETTER

JUNE 2024 ISSUE

Dear colleagues,

It's a hopeful time for our communities and services with the election providing an opportunity to reinforce needs of our children and families across London along with the priorities for our workforce. We have heard all political campaigns promote workforce priorities as part of their manifestos and we hope that the new government will help us realise national reform and workforce sufficiency and supply ambitions.

It's important that as London we continue to make progress together on our strategic objectives and use the political focus to our advantage; keeping momentum, clarifying our asks of government and providing a strong testing ground for national reform.

Since our May issue, we are delighted to share that the London Social Work for Children programme received unanimous agreement from all 33 LAs to continue, we're launching a regional network for Children's Homes Managers and our international recruitment research and framework development is progressing well.

Please do engage in the upcoming events and survey requests included within this newsletter and we look forward to a busy Summer ahead!

Best wishes,

**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 discuss any aspects of the programme in more detail.



## Some of this month's updates

- UPDATE: London Pledge & Implementing the National CSC SW Agency Proposals
- NEW: Launch of first regional Children's Homes Managers Network in London
- UPDATE: London Social Work for Children - unanimous agreement on future
- \*BOOK YOUR PLACE\*: 'Taking a relational approach to agency to permanent engagement' Workshop
- UPDATE: Design and development of an International Recruitment Framework
- UPDATE: London Higher Education Roundtable - key takeaways
- \*SURVEY\*: Understanding barriers in recruitment to ASYE places in Children's services in London
- UPDATE: SEND Workforce Progress and new EHCP data and insights

## UPDATE: LONDON PLEDGE & NATIONAL CSC SW AGENCY PROPOSALS

- The final **national CSC SW agency proposals** are expected to be released in July 2024, when the terms and timeframes will be clarified and allow LAs to collectively progress on their implementation of the new guidance. In the meantime the [London Pledge](#) has been refreshed and circulated to LAs and providers.
- The DfE focus group on the **Data and Price Caps – Operation Guidance** was postponed due to the election announcement but LIAA and London Councils are actively exploring opportunities to operationalise the guidance with the aim of minimising duplication for LAs. In the meantime all sub-regional governance groups have confirmed that they wish for the quarterly data collection and the [London Pledge dashboard](#) to continue.
- LIAA are also working with the South East, East of England and East Midlands regions to develop a single MoC (Memorandum of Cooperation) as aligned to the national proposals. This MoC will seek to ensure that all terms outlined in within the national proposals are consistently interpreted by all to strengthen cross-regional collaboration. The 2nd phase of this project is to collectively analyse the feasibility of shared price caps.

*Look out for a regional in person event to be held in early autumn bringing together LAs and providers to discuss 'Working in Partnership to Effectively Implement the National CSC SW Proposals in London'.*

## NEW: LONDON LAUNCH FIRST REGIONAL CHILDREN'S HOMES MANAGER NETWORK



Earlier this year LIAA undertook regional Children's Homes Workforce (CHW) research with current and existing LA owned and run Children's Homes to help us better understand recruitment and retention challenges. Whilst some findings from the research were encouraging, it was also clear that there is a need to focus on workforce pipeline and supply as a priority. We also learned of the ambition for a regional Children's Homes Managers network to be developed to bring peers together to share learning and drive progress.

We are therefore pleased to announce the launch of the first London Children's Homes Managers Network in July. This Summer Launch Workshop will be held on Wednesday 10th July bringing together Registered Managers, Deputy Managers, and Responsible Individuals from LA-owned and run children's homes, as well as those involved in the opening of new homes. LIAA will also be launching a 'CHW workforce demographics survey' with network members to help inform targeted pipeline and supply initiatives.

*If you are eligible to attend the network launch and have not yet received information, please contact [Rula Tripolitaki](#) or [Bethan Evans](#) to ensure you are added to the network distribution list.*

## UPDATE: UNANIMOUS AGREEMENT ON FUTURE OF LONDON SOCIAL WORK FOR CHILDREN

London Social Work for Children has had an impressive pilot year of collaboration and celebration across all of London's LAs which has built a strong base for future development and growth.

The unanimous decision to continue the programme, with LA contribution to funding through an annual subscription, illustrates the ambition for growing and improving the 'window to London's children's service practice and people'.

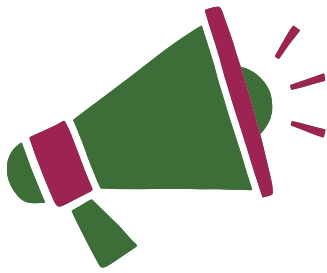


Becoming a Director of Children's Services

In June the Workforce Steering Group agreed the 24/25 Development Plan, which marks an exciting and progressive year ahead. [Read the headlines here.](#)

*If you'd like to receive our monthly London Social Work for Children (LSWC) bulletin, discuss new content and campaign opportunities, or just need support please reach out to [Rula Tripolitaki](#), [Eliana Neyhus](#), and/or the [LSWC Support Team](#)*

# BOOK YOUR PLACE: 'TAKING A RELATIONAL APPROACH IN AGENCY TO PERMANENT ENGAGEMENT' - TUESDAY 16TH JULY



Join this best practice sharing 'how to' workshop for London by London. Recently London LAs have expressing seeing more agency workers staying with them long term and more frequently moving into permanent employment. **Led by the London Boroughs of Newham, Merton and Bexley, this regional session will explore;**

- **Myth busting common 'agency versus permanent' comparisons**
- **The value of embedding appreciative enquiry with permanent staff, and;**
- **The wider career and professional benefits that permanent employment offers**

**You will also hear from Social Workers who have recently moved from agency to permanent employment,** including; what encouraged them to make the jump and how LAs can improve support and engagement. This sessions welcomes Local Authority colleagues who recruit within children's services. *Please contact [Rula Tripolitaki](#) if you have any queries.*

## [Book your place](#)

### UPDATE: LONDON HIGHER EDUCATION ROUNDTABLE - KEY TAKEAWAYS

This month LIIA were invited to contribute to a London Higher Education Roundtable on behalf of ALDCS to discuss *Powering London's Talent Pipeline* with a focus on social work, teaching and policing. University representatives attended from across London with employer representation from each of the sectors exploring; key barriers to widening participation and how London Higher Education can and/or does address these barriers.

#### **Key takeaways for London LAs and the ALDCS workforce programme;**

- **We need to link up efforts of the pipeline** - from experiences in universities and training providers, to employers and workplace, through to those leaving the profession
- **Major underlying factors** included cost of living (extra pressure still in London), budget cuts, racism and the professions not being fairly celebrated or valued.
- **It's possible to have a common voice** on these factors, which should include lobbying to government.
- **Universities should specifically reach out to under-represented and disadvantaged groups,** including care leavers, not only to improve outcomes but because their specific lived experience is a professional attribute.

**What's Next?** The ALDCS Workforce Steering Group are now exploring how there can be stronger and systematic interaction with the higher education sector to strengthen supply and pipeline objectives.

If you wish to discuss this work further or get involved then please contact [Rula Tripolitaki](#).

### UNDERSTANDING BARRIERS IN RECRUITMENT TO ASYE PLACES IN CHILDREN'S SERVICES IN LONDON

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.

#### [Complete the survey for your LA](#)

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

# SEND WORKFORCE PROGRESS & LATEST EHCP DATA & INSIGHTS

In the last month we have been busy progressing with our agreed next steps to support SEND workforce ambitions. Key actions LIA are progressing include;

- **Working with Managed Serviced Providers (MSPs) and agencies to develop case studies** and map SEND roles, categories and rates to gain an understanding of the available data and on/off contract engagement
  - *We have met with our regional Managed Service Providers (MSPs). Whilst there are complex disparities in the practice of recruitment for SEND roles across London LAs, it is encouraging that our MSP partners have expressed their support and are committed to continued collaboration as we move forward.*
- **Further analysis and mapping of the barriers related to the recruitment of Educational Psychologists (EPs)**
  - *We have also sought to understand the market challenges beyond London and have engaged with surrounding regions including East of England and South East. This has promoted an interest in collaboration to accelerate research activities and initiatives, and strengthen lobbying opportunities.*

On 13th June the [DfE released the 2024 EHCP Data](#), providing data on children and young people with an education health and care (EHC) plan. LIA are working to integrate the updated data into the London SEND Data Dashboard, but in the meantime the team have developed [headline analysis which you can access here](#).

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## UPDATE: DESIGN AND DEVELOPMENT OF AN INTERNATIONAL RECRUITMENT FRAMEWORK

**Building on the work developing the regional Framework for London in the Permanent (FLIP) Recruitment of Social Workers**, London's International Recruitment Task and Finish Group of subject matter experts are working collaboratively to develop an international recruitment framework.

**Invaluable insight have been provided through our market research with providers and London's LAs.** The final specification will be approved by ALDCS in July, with the aim of launching the tender in the Summer.

**Look out for details of an upcoming London LA-led workshop** that will bring together London LAs and subject matter experts to share practice and explore regional opportunities to strengthen and support International Recruitment and Retention in London.

*If you wish to discuss this work further in the meantime then please contact [Rula Tripolitaki](#).*

## BASW LAUNCH NEW CPD PROGRAMMES FOR OVERSEAS-TRAINED SOCIAL WORKERS

The British Association of Social Work (BASW) has recently launched brand new programmes of continuing professional development (CPD), created for social workers who have trained overseas and have now moved or are planning to move to work in the UK.

### **Package A: Practice Handbook & Workbook – register via [the BASW programme webpage](#)**

A digital learning resource that can be completed pre-placement, or at the commencement of taking up a post in the UK. The handbook is made up of self-directed learning using a mixture of reading, listening, viewing & completing reflective exercises. Sections in the handbook include:

- Social work in the UK, the values and ethics of social work practice, what supports our practice – quality assurance, regulation, standards, supervised practice

### **Package B: OQSW Peer Supported Development Programme – cohort commencing 1st July 2024, spaces available. Contact [ProfDE@basw.co.uk](#) if you would like to reserve a place(s).**

Includes access to the Practice Handbook & Workbook, plus a peer supported year in employment, made up of 3 x 1 hour 1:1 online coaching sessions with an accredited coach and 6 x 1.5 online group action learning sets, followed by a period of self-directed learning. Block booking rate available. Suitable for participants who have recently taken up a post in the UK.

*Find out more on the [BASW programme webpage](#), which has recently been updated to include FAQs. BASW colleagues can be contacted at [ProfDE@basw.co.uk](#)*

# LGC WORKFORCE AWARDS -NOMINATION DEADLINE EXTENDED

**Celebrate and share your teams best practice by entering the LGC Workforce Awards.** The entry deadline has been extended to midnight on 12th July, entries involve up to 1,000 words explaining why you're a winner and you can enter as many categories as you like. Categories include;

- Best innovation in retention
- Best next generation employer
- Equality, diversity and inclusion champion - NEW
- Graduate of the year - NEW
- Head of Service of the year - NEW
- Workforce innovator
- Best equality, diversity and inclusion employer
- Best innovation in recruitment
- Best place to work - NEW
- Best wellbeing innovation
- Smart working
- Back office heroes/hero

**[Click here to enter](#)**

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## 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 \(updated as at 30 Sept 2023\)](#)**
- **[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 dashboard provide London Authorities with valuable tools to support both local and regional workforce development and ensure that progress can be monitored.

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

**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](#).

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## GET IN TOUCH

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

If you would like to discuss any areas of the programme in more detail or support a particular area of work, please reach out to our LIA Workforce Programme Lead, [Rula Tripolitaki](#).

**THANK YOU FOR YOUR SUPPORT OF ALDCS  
WORKFORCE PROGRAMME!**

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