

Ealing Children's Trust - Children's Workforce Strategy 2010-2013

Summary for Workforce Leaders and Practitioners

Supporting our workforce

The Ealing Children's Trust has developed a Children's Workforce Strategy as a key part of implementing the Every Child Matters agenda.

Our vision for Ealing is to ensure that **'we can create an integrated children's workforce that will enable children and young people to reach their full potential. We want to attract, retain and develop a workforce that is skilled, motivated and works together'**

To achieve this we need to enable our children and young people's workforce to benefit from appropriate leadership, management and supervision, and provide them with ongoing learning and development opportunities.

The Children's Workforce Strategy has been produced by the multi-agency Children's Workforce Strategy Group following consultation with Children's Trust partners, staff, managers and children and young people.

Who are the children's workforce?

The Government's vision for the Children's Workforce is that everyone whose work is concerned with children and young people, whether working in a paid or voluntary capacity, full-time or part-time, is part of the children's workforce.

This includes workers from:

- Early years
- Sports and culture
- Justice and crime prevention
- Youth work
- Social, family and community support
- Health
- Education

Supporting our workforce is a vital part of delivering local service outcomes **'to create a great place for every child and young person to grow up'** as set out in the Ealing Children and Young People's Plan.

Why do we need a workforce strategy?

The strategy will help us to strengthen and improve co-ordination with our partner agencies within the Children's Trust to facilitate joint planning, integrated working and shared learning and training.

What does the strategy tackle?

This strategy sets out 4 priorities that we intend to take action on over the next three years. They are:

1 Recruiting the children's workforce

To attract high quality people to join the children and young people's workforce in Ealing through workforce planning and a strategic approach to recruitment

2 Inducting, developing and retaining the children's workforce

To invest in and retain good quality staff and continue to improve outcomes for service users e.g. by ensuring that all staff have the Common Core of Skills and Knowledge

3 Supporting integrated working practices

To ensure that everyone who works or volunteers with children and young people knows about and uses effective integrated working practices e.g. Information Sharing

4 Strengthening leadership

Build on and extend existing joint development of leaders and managers to enable them to lead integrated services and people from backgrounds which are different to their own

What happens now?

By following the guidance within the Strategy, managers and leaders will be able to identify workforce requirements as part of the service and team planning process. This will contribute toward a workforce plan that will inform us of how we are going to ensure we have the right people to deliver our services.

The 'One Children's Workforce Framework and Tool' shown below will be used to measure progress being made and to identify areas for improvement that will have the greatest positive impact on Every Child Matters Outcomes.



Developed by CWDC with support from local area representatives and national partners



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Progress will be monitored and evaluated by the Children's Workforce Strategy Group and reported to the Children's Trust Board.

Where can I find out more information?

You can contact Julia Senior-Smith, Children's Workforce Project Manager on julia.senior-smith@ealing.gov.uk or 020 8825 9755

If you want to read the full strategy document you can find it in the 'Information for Practitioners' section of the website www.ealing.gov.uk/childrenstrust