



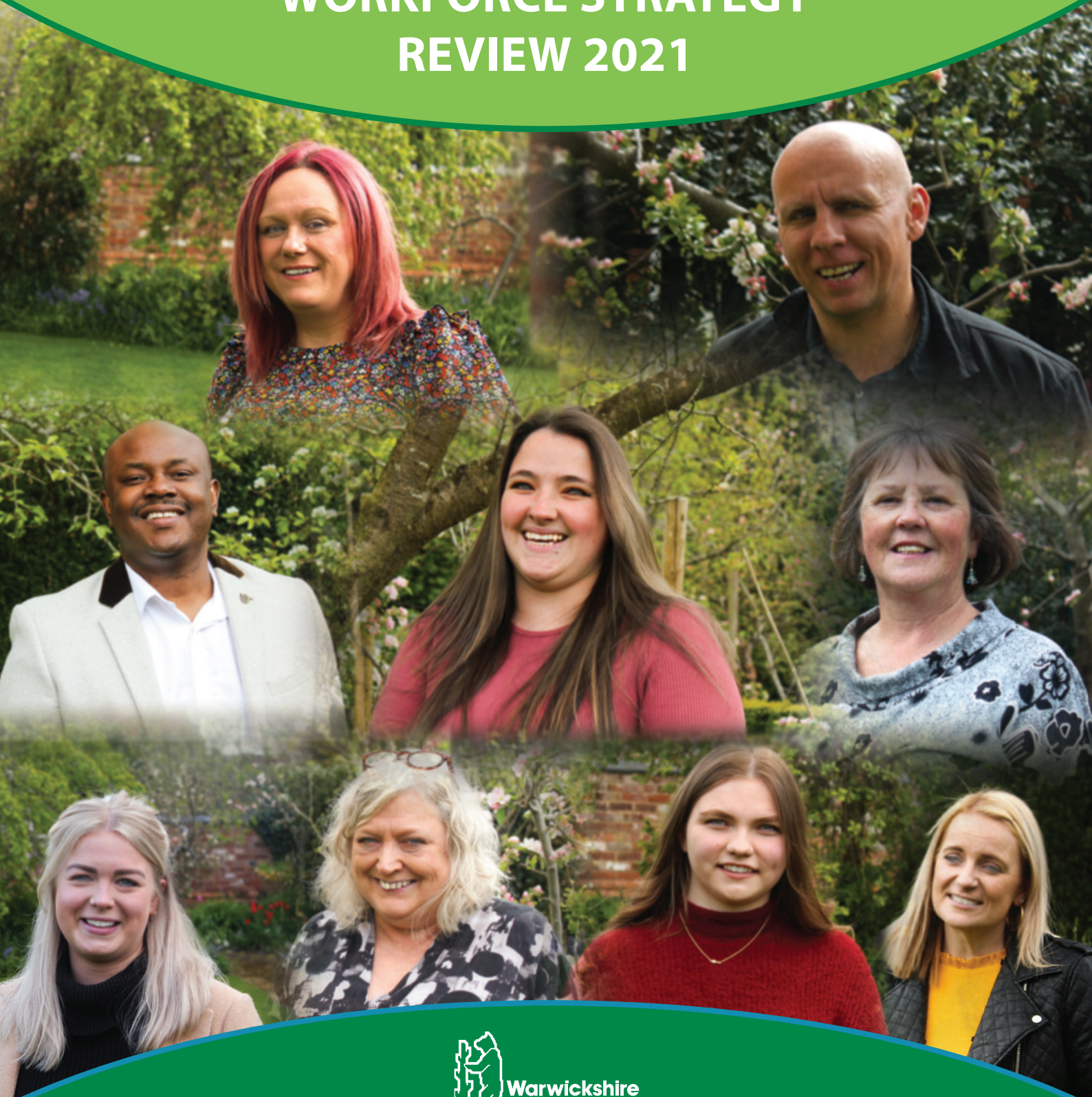
Best Warwickshire



CHILDREN  
& FAMILY  
SUPPORT

# CHILDREN & FAMILY SERVICES

## WORKFORCE STRATEGY REVIEW 2021



Warwickshire  
County Council



# NEW SOLUTIONS

## OUR BEHAVIOURS



do what we say



move with purpose and energy



focus on solutions



help people and communities to find their own solutions



build strong working relationships



be the best we can be

### Our values - the Warwickshire DNA



High performing



Collaborative



Customer focused



Accountable



Trustworthy





## Summary: Strengthening our workforce strategy

Key changes	Rationale	What does this mean to me?
<p>New Grade O Lead Practitioner-Social Worker role.</p>		<p>Social workers are invited to apply for these roles when advertised</p>
<p>New team leaders job descriptions and grades</p>	<ul style="list-style-type: none"> <li>• Our workforce is our number one strength</li> <li>• We have been improving our workforce strategy since 2018 and we want to continue strengthening and supporting our workforce</li> </ul>	<p>Team Leaders will complete an assessment process to move to the new job description and new role</p> <ul style="list-style-type: none"> <li>• Social Work Qualified Team Leaders are regraded from Grade P to a Hay Grade 10</li> <li>• Non-Social Work Qualified Team Leaders from Grade M and O to a Grade P</li> </ul>
<p>Strengthen our support and development offer, including</p> <ul style="list-style-type: none"> <li>• extending the wellbeing day Family Support Workers, Youth Workers and Team Leaders</li> <li>• £1m Learning &amp; Development Budget</li> <li>• Protected L&amp;D days for staff and managers</li> <li>• Extend Counselling support</li> <li>• Introduce Coaches for Team Leaders</li> </ul>	<ul style="list-style-type: none"> <li>• We have listened to your feedback</li> <li>• We know it is difficult to recruit and retain Social Workers and Team Leaders</li> <li>• We want to increase opportunities</li> <li>• We need to stay competitive on our pay</li> <li>• We have reviewed workforce strategies in other local authorities</li> <li>• We know we are supporting more children and families with complex needs</li> <li>• We recognise that it will take some time to embed the new strategy</li> </ul>	<p>Social Workers, Family Support Workers and Team Leaders can have a wellbeing day each year.</p> <p>Additional training and support will be made available, including protected learning days.</p> <p>We will extend our 121 Counselling support scheme.</p> <p>Continue to adopt an approach to move decision making to the front line, so social workers and team leaders have increased decision making and control as they know children and their families best</p> <p>The use of coaches will be extended and promoted for Team Leaders. Coaches are valuable resource to help people develop and consider different perspectives on how they manage and support their teams.</p>





## Summary: Strengthening our workforce strategy

Key changes	Rationale	What does this mean to me?
<p>Continued focus on recruitment, with a dedicated recruitment officer and communication support</p>	<ul style="list-style-type: none"> <li>• Our workforce is our number one strength</li> <li>• We recognise that it will take some time to embed the new strategy</li> <li>• We want to keep caseloads safe and manageable.</li> <li>• We want to attract and retain staff from outside the West Midlands.</li> <li>• We need to think much longer term and grow our own Social Workers, Family Support Workers and Youth Workers. The Social Workers that we will employ in 2024 are currently in Year 12/6th form and the Social Workers that we will employ in 2031 are currently in year 6 at primary school. We need to have a targeted campaign and supportive process to recruit the Children's Social Care workforce of the future. To ensure Warwickshire is the employer of choice for these future candidates.</li> </ul>	<p>We want to keep the messages in our communications, fresh and exciting to attract and retain staff and managers.</p> <p>We want to make joining Warwickshire easier for candidates. Through the use of CV applications. We want to make recruiting staff easier for managers, by increasing support available from a dedicated recruitment officer.</p>
<p>Continue the use of temporary agency staff and use agencies to attract staff from outside the West Midlands.</p>		<p>We will continue to use agency staff until all roles are filled by permanent employees.</p> <p>We will use agencies to assist us to permanently recruit social workers. Focussing on supporting social workers to relocate to Warwickshire from outside of the West Midlands.</p>
<p>Work with young people to attract future social workers, family support workers and youth workers.</p>		<p>We will use our Youth Service which will start a Public Service Cadets Course (similar to Police cadets). We will provide a new work experience programme for young people. With an existing named officer who will provide a link to schools to support careers advice.</p> <p>We will fund a bursary scheme for Year 13 pupils who start a Social Work or Youth Work degree to pay a contribution to their tuition fees. We will also offer summer temporary roles and placement experiences in exchange for working for Warwickshire as a newly qualified worker for a minimum of two years.</p> <p>We will extend our grow our own within our current workforce through extending the existing Social Work and Youth Work Degree Apprenticeships and our bursary scheme to contribute towards the cost of tuition fees.</p>



# Work for Us. Work for Them

[www.warwickshire.gov.uk/workforus](http://www.warwickshire.gov.uk/workforus)

I encourage others to get into social work because there really isn't a job like it anywhere else. We often work with families when they are in times of crisis and they don't know who to turn to for help.

We work with them to build trusting relationships so they can see the positive impact we can collectively make on their lives. There really isn't a job like it in the world - get into social work, you won't regret it.

**JAMES**

**Social Worker at Warwickshire County Council**

I love being a social worker because it has challenged me in ways I never expected and allowed me to build deep connections with so many people – both colleagues and children and families – that I otherwise wouldn't have the honour of knowing.

I feel privileged that so many people have trusted me to share their stories and allowed me to support them. I love being a social worker in Warwickshire as I feel valued, supported and my development is prioritised.

**RAMANDEEP**

**Social Worker at Warwickshire County Council**