



Oxfordshire Summary Report

Introduction

This report summarises the findings from the Children's Workforce Development Council's One Children's Workforce tool. The tool aims to help you work out where your Children's Trust is up to on developing one children's workforce -a workforce that is reformed and integrated and making the best contribution possible to local Every Child Matters outcomes and the Children and Young People's Plan. It can also help you move from good to world-class by helping you work out where you want to be and how to get there.

It's different to other assessment and improvement frameworks in that it looks at the children's workforce across all sectors and professions of the Children's Trust. It focuses on those aspects of workforce reform that are crucial to working together to deliver Every Child Matters outcomes.

The tool does not have a start and finish date. Rather the intention is for Children's Trusts to use it to support improvement on an ongoing basis. This report and underpinning analysis will be shared with CWDC. This is not to make judgements on the Trust or to share outside of CWDC, but to help and support Children's Trusts on their journey by allowing CWDC to better understand what support Trusts and their constituent organisations need.

Changes to the governance of Oxfordshire Children and Young People's Trust has resulted in our existing workforce development group becoming a more representative multi agency group. The changes have also meant that this group is now one of four sub groups to the trust charged with ensuring that our Workforce Development Strategy is monitored and reviewed and updated in line with the development of the Every child matters agenda. Membership of the reconfigured Workforce Development Steering Group will continue to evolve developing multi-agency integrated working representation to meet the "One Children's Workforce" agenda.

The One Children's Workforce framework

The One Children's Workforce tool involves using a choice of tests to assess how the Trust is doing against each colour of the rainbow below.



Our plan for completing the tool - including who we've involved

The work that was carried out to complete the tool is shown in the plan below. This shows the tests that have been carried out or are planned for each rainbow colour and which workforce groups have or will be involved:

To raise the profile of workforce development and its role in meeting the Children's Services agenda the launch of a Workforce Development internet page is planned in 2009. It will encompass overarching multi-agency development and will present an opportunity to further publicise the One Children's Workforce questionnaire. Initially those being invited to take part in the survey are key people with workforce development responsibilities from each sector of Children's Services. It is anticipated that the scope of the work and important activities required to finalise the overall strategy will be identified when the survey results are mapped against the "One Children's Workforce" framework tool.

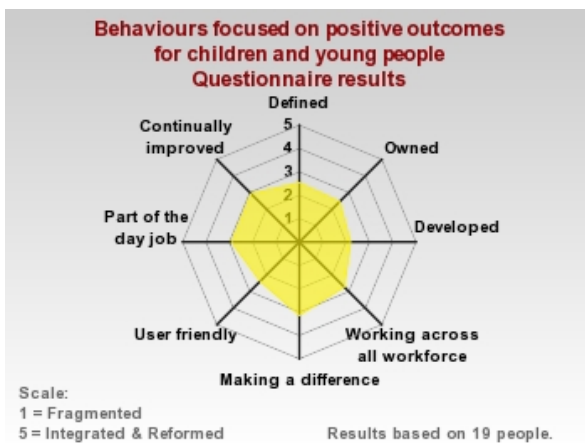
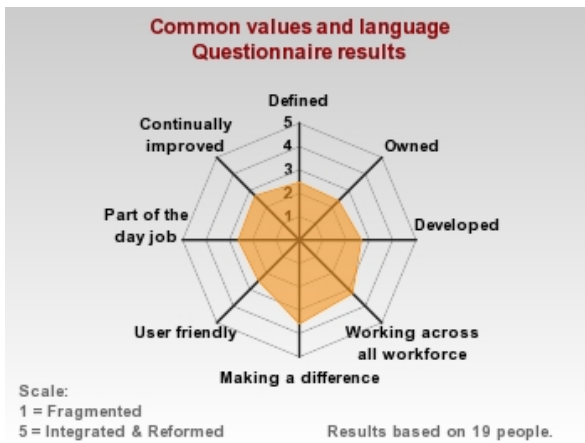
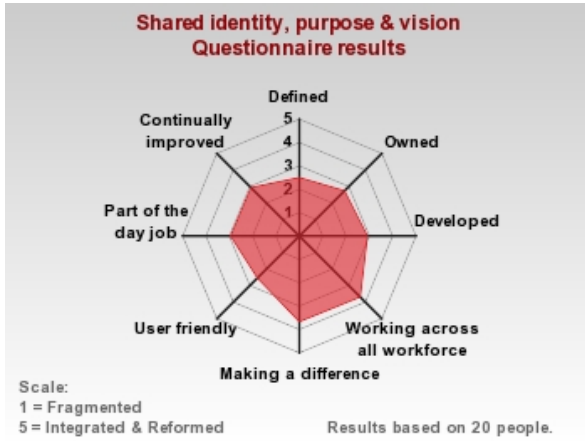
Dates	January 23 - March 31
Task / Activity	Questionnaire
Participants	Early Years, Education, Health, Local Safeguarding Children Board, Social, Family & Community Support

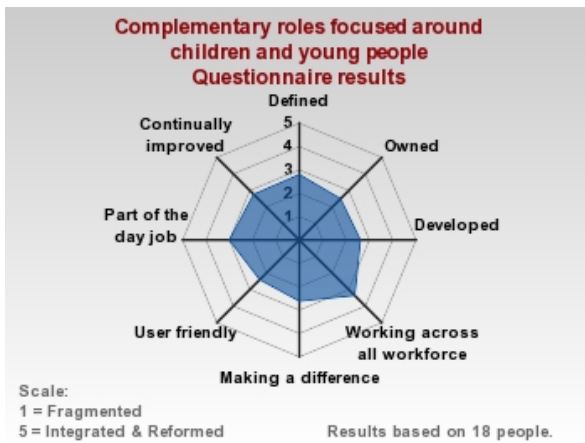
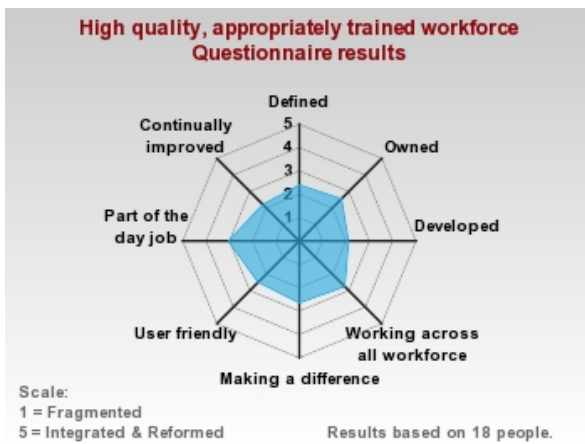
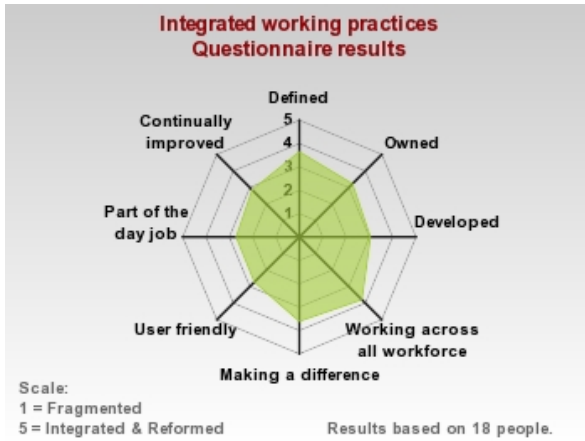
Dates	April 1 - May 29
Task / Activity	Questionnaire
Participants	Children, young people, their families & carers, Integrated Youth Support Services, Sport & Culture

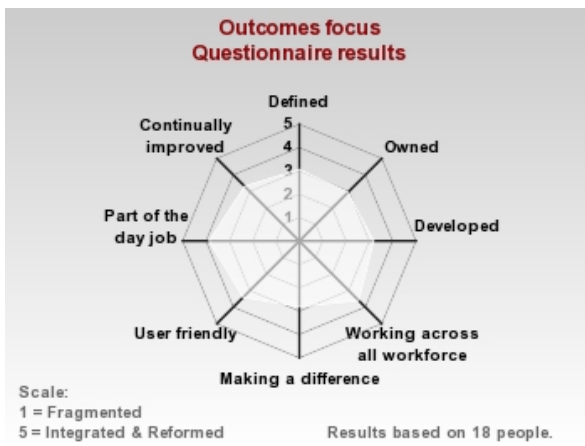
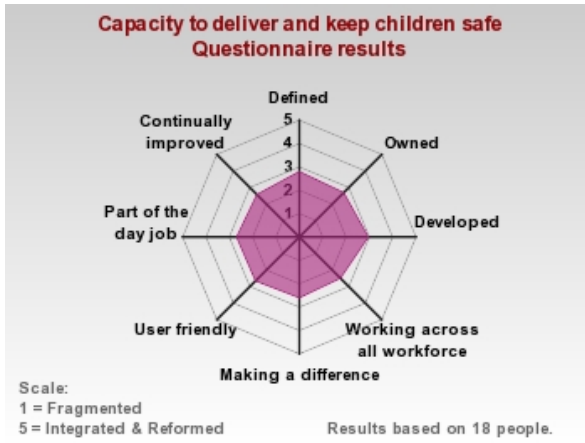
Dates	- June 1
Task / Activity	Analysis workshop
Participants	Workforce Development Sub Group

Our current position

The spider diagrams below show where the Trust is currently positioned on a number of dimensions for each rainbow colour.







Planned actions

Our planned actions are shown below.

Immediate action will be to complete some further analysis workshops to reflect on the findings of the questionnaire and engage agencies in developing a more detailed action plan which will underpin and support Oxfordshire's second Children and Young People's Plan. This will also be reflected in the refreshed workforce strategy which will be Oxfordshire's response to the DCSF 2020 Children and Young People's Workforce Strategy.

Specific focus will be on:

1. Ensuring that we work better together and in partnership with other other agencies to share information and avoid duplication and gaps.
2. Ensure that all children and young people are safeguarded from harm.
3. Investment in developing our newly qualified social workers.
4. Build upon our current strengths with multi-agency training and the development of the Area Board teams to ensure that our staff are fully equipped to meet the ambitious targets of the Oxfordshire Children and Young People's Plan 2010-2013.
5. Equip all staff working with children and young people with the core competencies.
6. Ensure accurate monitoring and evaluation of the impact of these actions through analysis of:
 - _ Schools workforce census
 - _ Local surveys census
 - _ LAA indicators
7. Ensure via the Workforce Sub-group that the OCYPT assesses its progress in integrated working, monitors the impact in outcomes and develops more detailed plan to address the challenges.

Actions

1. This report will be taken to the Oxfordshire Children and Young People's Trust meeting on the 17 July 2009.
- 2 Refresh the workforce strategy by September 2009
- 3 Appoint a strategic lead for workforce development and establish a workforce team by September 2009, new workforce development manager appointed June 2009
- 4 Hold focus groups/workshops for staff September 2009
- 5 Appoint a programme manager for the Newly Qualified Social Workers probation programme, interim arrangements in place from June 2009
- 6 Ensure the implementation of existing learning and development plans and begin analysis of need for 2009/10 development plans by November 2009
- 7 Hold Conference/workshops for partners October 2009
- 8 Launch of new strategy and action plan alongside the launch of the new Children and Young Peoples Plan January 2010.

The One Children's Workforce tool was developed by Children's Workforce Development Council with support from local area representatives and national partners.