



The Children's Workforce Development Council's Workforce Strategy Partner Programme

Private Sector and Third Sector

Lancashire Newsletter – Autumn 2008

Lancashire Children and Young People Workforce Development Strategy

For the first time, a strategy has been created to develop all of Lancashire's 85,000 strong workforce of people who work with children, young people and families.

This workforce is made up of people working in the statutory, private and voluntary/community/faith sectors, including nurseries and schools, youth work and health care – in fact, everywhere that children, young people and families are supported.

Reflecting the increasing integration of front-line services, the Workforce Strategy has been developed by the Lancashire Children and Young People's Strategic partnership (LCYPSP), which brings together senior representatives from all agencies that work with children and young people.

Following extensive consultation with partners, the workforce, children, young people and their families, the strategy aims to develop a workforce that:

- Puts the needs of children and young people first and strives to achieve the best outcomes
- Is competent, confident and safe to work with children and young people
- Is trusted and respected by parents, children and young people
- Can develop their skills and knowledge and build rewarding careers.

Helen Denton, Executive Director for Children and Young People at Lancashire County Council, the Chair of LCYPSP, said: "This strategy sets out how we will ensure that all members of the workforce have the right skills, knowledge and experience to meet the needs of all children, young people and their families in Lancashire. It will not only ensure that we continue our journey to excellence but that Lancashire is a 'first choice' place to work."

The strategy has five main sections:

- Workforce planning
- Recruitment and succession planning
- Development and retention
- Leadership, management and supervision
- New ways of working

Designed as a framework for partner and service workplans, the strategy will support the development of local workforce plans in each of the twelve local Children's Trust areas. It is supported by an action plan that identifies key objectives and actions for the period 2008 to 2010.

A summary flyer of the strategy and the full version of the strategy is now available via the website below

http://www.lancashire.gov.uk/education/every_child_matters/whats_involved/workforce_reform/index.asp

"Doing More for Children & Young People" Conference 21st Nov. 2008

Across Lancashire an army of ordinary people give up their time to help support children and young people through organisations such as the Scouts, Sunday schools, sports clubs and a host of community organisations.

To enable all of these organisations to work effectively, a Voluntary, Community and Faith Sector Reference Group has been set up.

The Group is organising a conference specifically aimed at the sector, called "Doing More for Children and Young People", to be held on 21 November at the Red Rose Hub. They are keen to involve as wide a cross-section of groups as possible.

The conference's keynote speaker will be Paul Ennals, Chief Executive of the National Children's Bureau.

A draft programme for the day is attached, with the conference been designed to include updates from key speakers, contributions for young people, subject-specific workshops and the chance to network with colleagues. It is hoped this programme will provide an excellent opportunity for people working with children in our sector in Lancashire to gain valuable knowledge of the national and local strategic contexts, new programmes and recent developments.

If you wish to attend the conference please complete the attached booking form with your choice of workshop topics, and return as detailed in the form.

Overall numbers and workshop groups are limited, and allocation will be on a first-come first-served basis. You are therefore encouraged to complete and return the booking form as soon as possible, and in any event before Tuesday 4 November.

Any organisation wanting more information should contact Jeff Marsh at Jeff.Marsh@ed.lancscc.gov.uk or on 01772 530482.

Common Assessment Framework (CAF)

The CAF (a shared assessment tool for use across all children's services in England) has now gone 'live' in six districts: Lancaster, Rossendale, West Lancashire, Wyre, South Ribble, Hyndburn. The remaining six districts will start implementing the CAF process as follows: Fylde, Ribble Valley and Preston in November 2008, and Burnley, Pendle and Chorley in December 2008.

The implementation is being supported by District CAF Support Officers, with currently three in place:

- Carol Hope in Lancaster, and Wyre
- Ifan Alam in Rossendale, Hyndburn & Ribble Valley
- Liz Bullock in West Lancashire, South Ribble, and Chorley.

The Support Officers will be able to help support your organisation implement CAF, through advice and briefings as appropriate. There are plans for 3 further District CAF Support Officers to be employed.

There are training courses on CAF and LP (Lead Professional), which are open to all those in the children's workforce including the voluntary community and faith sector (VCFS) and the private sector. These courses include the following:

- Level 1- CAF/LP Awareness - On line
- Level 2- CAF for Practitioners -1 day (Currently the courses available unto the end of December 2008 are full, however this course is anticipated to be on-line before the end of this year – further details will be issued once this is in place)
- Level 2- LP for Practitioners- ½ day (Currently these courses unto the end of the year are full)
- Level 3- CAF/LP for managers - 1 day. (There are places available on courses in December 08)

Information on the roll out, training and contact details of the CAF Support Officers can be found on the Lancashire Every Child Matters website http://www.lancashire.gov.uk/education/every_child_matters/integrating_processes_and_delivery

ContactPoint

Further information, including fact sheets, a Q&A section etc., can be found on the Lancashire County Council ContactPoint website which can be accessed using the link: http://www.lancashire.gov.uk/education/every_child_matters/whats_involved/contactpoint/index.asp

If you have any questions please contact: Stephen.Lees@ed.lancscc.gov.uk

How to get involved:

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