

CHILDREN'S SERVICES OVERVIEW AND SCRUTINY COMMITTEE



Report subject	Partnership Academy development – Social Work initiative
Meeting date	27 July 2021
Status	Public Report
Executive summary	To provide an update on progress of improvement work regarding the development of the Children’s Services Partnership Academy.
Recommendations	It is RECOMMENDED that: The content of this report is accepted as an update on progress to date.
Reason for recommendations	To ensure development work is in line with our Improvement Journey.
Portfolio Holder(s):	Mike White- Children and Young People.
Corporate Director	Elaine Redding- Children’s Services.
Report Author	Louise Bartlett – Academy Lead for the Learning and WFD team, Children’s Services.
Wards	Council-wide
Classification	For update and scrutiny

Background

1. The BCP Children’s Services Learning and Workforce Development Team was formed in April 2019 via an amalgamation of the Poole Children’s Social Care Learning and Development Team and Louise Bartlett, previous Principal Social Worker in legacy Bournemouth.
2. The aspiration is to create a Partnership Academy in partnership with Bournemouth University (BU) by September 2021 and develop this into a Centre of Excellence by 2023

3. The BCP Partnership Academy provides a framework that promotes and enables a professional learning culture, improving professional excellence and driving up standards to deliver high-quality practice
4. The Work Force Development Team are currently developing the Academy which will have umbrella faculties which include.
 - a. Social work qualified practitioners
 - b. Non-social work qualified practitioners
 - c. Management and Leadership
 - d. Practice education
 - e. Talent Management
 - f. Research QA
 - g. Qualifying social work programmes
 - h. Developing social work practice Social work students ASYE
5. Whilst the development stage moves forward Children Services is developing and improving the Work Force Development offer to all staff in order to ensure the continued professional development of those currently practicing and support the Improvement Journey.

Current Workforce Development Offer

6. The table in **Appendix 1** details the activity to develop the workforce, underpin and support the Partnership Academy when it is launched in September 2021.
7. It has been an essential part of the Improvement Journey to recruit, retain and develop our workforce and to do this Childrens Services have totally re developed the training on offer based on a Training Analysis and implementation of the learning from this.
8. Childrens Services covers many areas; the decision was made to concentrate on those areas most in need and as a result Children Social Care has been the focus and the delivery of the Improvement Plan.
9. The Partnership Academy will launch in full in September 2021 through a newly developed website. It will continue to be developed and grow and will include all the elements currently being delivered and described in Appendix 1.

Summary of financial implications

10. There are currently no identified financial implications. The team will be subject to Smarter Structures planning later in the year.

Summary of legal implications

11. There are currently no identified legal implications.

Summary of human resources implications

12. There will be human resources implications as we continue to develop the Academy to include learning and development opportunities for wider staff groups and our partner agencies.

Summary of sustainability impact

13. The Council has signed up to the climate change emergency and as such we are delivering many of our training offers online to minimise travel of our workforce to training venues and the reduction in printing costs from learning materials/handouts as all material is now shared electronically with participants.

Summary of public health implications

14. The staff in our team who provide face to face support, mentoring and observations of practice have all received the Covid vaccines, are provided with suitable PPE and use buildings/office space where social distancing and good ventilation can be maintained.

Summary of equality implications

15. There are no current equality implications. As the Smarter Structures work begins there are likely to be equality implications that will need to be assessed.

Background papers

The Learning and Workforce Development Team Quarterly Reports and Annual Report 2020-2021

The Workforce Development Strategy 2021

The Learning and Development Policy 2021

Training Programme 2021-2022

ASYE programme 2021-2022

Aspiring Managers Programme 2021

Appendices

Appendix 1 Partnership Academy Developments (July 2021)

Appendix 2 TEIA