**Response to Buckinghamshire Select Committee Inquiry**

**Select Committee Inquiry Title:** *Children’s Workforce*

**Committee Chairman:** Val Letheren  
**Date report submitted for response:** 25th April 2016

**Lead BCC Cabinet Member (where response required from BCC Cabinet) and Lead Officer:**  
Lin Hazel, Cabinet Member for Children’s Services / David Johnston, Managing Director, Children’s Social Care & Learning Business Unit  
**Select Committee Support Officer / Advisor (Extension):** Kevin Wright (ext. 7832)

**Suggested frequency of future updates (e.g. 6 & 12 months):** 6 and 12 months

<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Agreed Yes/No</th>
<th>BCC Cabinet / Partner Agency Response including proposed action</th>
<th>Responsible Cabinet Member (for BCC recs)</th>
<th>Responsible Officer</th>
<th>Action by date</th>
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| Recommendation 1: There should be systematic analysis by the Children’s Social Care & Learning Business Unit Management Team of the findings of social worker exit interviews. | Yes           | A new exit interview process has been adopted since March 2015. An analysis is undertaken of them already and reports to the workforce development Board on a quarterly basis. Example of trends identified so far include:  
- Work-life /balance  
| Recommendation 2: Efforts should be made to address the underrepresentation of men in the social care workforce. | Yes           | This was discussed at Workforce Development Board (WDB) on 22/4/16. We need to ensure that we attract any competent social workers for permanent jobs as we still have a significant number of agency workers. However, we will monitor the gender of the workforce. | Lin Hazel     | Karen Dolton         | Ongoing |
| Recommendation 3: Legal assurance should be sought around the implementation of Phase 2 of the South East Memorandum of Cooperation. | Yes           | A legal view has already been taken and incorporated into the Memorandum. The memorandum went live on 4th April 2016 | Lin Hazel     | Jenny O’Neill        | Completed |
| Recommendation 4: The Cabinet Member for Children’s Services and Director of Children’s Services should take a lead on developing collaborative approaches on workforce issues with other authorities both nationally and locally. | Yes           | The Memorandum of Cooperation has been agreed following collaborations across a number of Local Authorities. The training officer and HR attend a number of regional meetings to enhance collaboration.  
**Examples of Regional Collaborations**  
- The Learning & Development Team are involved in a number of regional and | Lin Hazel     | Karen Dolton         | Ongoing |
national collaborative groups covering:
- ASYE,
- Step Up to SW,
- Four Programmes Group - comprising Bucks, Oxfordshire and 4 Universities
- Skills for Care Social Work Education Group – comprising Milton Keynes, Oxfordshire, Bucks and Berkshire (4 unitaries) + all HEI’s feeding in.
- National forums and best practice workshops on related activities.

| Recommendation 5: The Hillingdon Hub model should be explored with a view to deciding whether it should be replicated in Buckinghamshire. | No | Further exploration of the Hillingdon Hub model has been undertaken and it is not considered that we should pursue this model in Buckinghamshire at this time. The university promotes this to students as a statutory placement but having spoken to students who had a placement there, it clearly does not prepare them for a job in Children's Social Care. The benefits of this arrangement are more for the schools. | Lin Hazel | Karen Dolton | n/a |