

**Meeting:** Children's Trust

**Date:** 14 July 2009

**Report Title:** Children's Workforce Development Council:  
Proposals for a Workforce Development Strategy for  
the Children's Trust

**Report of:** Deputy Director Schools Standards and Inclusion

### Summary

Our staff are our most valuable resource and their training and development is crucial to the success of our services. The JAR Action Plan set out a number of common workforce matters which are being addressed and the new Children and Young People's Plan gives an opportunity to consider the needs of the staff employed across the Children's Trust through a shared Workforce Development Strategy.

The Children's Workforce Development Council has produced a range of helpful advice to aid workforce development across services for children and young people, including a toolkit which a representative of the CWDC will share with the Children's Trust at the meeting on 14 July.

### Equalities Implications

The workforce development strategy sets the overall context for the training and development of staff and is integral to the new Children and Young People's Plan.

### Recommendations

- i. That the Children's Trust has an agreed Workforce Development Strategy and provide comment on the Draft Workforce Development Strategy at Appendix 1.
- ii. That the Children's Trust considers whether to make a joint appointment for workforce development.

### For more information contact:

Name: Janette Karklins  
Title: Deputy Director School Standards and Inclusion  
Tel: 020 8489 5048  
Email address: [janette.karklins@haringey.gov.uk](mailto:janette.karklins@haringey.gov.uk)

## **Background**

The staff in all our services share a common desire to achieve the best possible outcomes for the children and young people in Haringey. Increasingly the staff are working together increasingly on the same site, sharing common values and committed to improving services for children and young people. The Children and Young People's Plan is the Children's Trust's plan for all children and young people in Haringey. It therefore seems a logical step to consider how the workforce as a whole can be developed. Workforce development is seen in the broadest sense from recruitment, retention and training/development.

The JAR Action Plan sets out a number of common workforce matters which are being addressed and the new Children and Young People's Plan gives us an opportunity to consider the needs of the staff employed across the Children's Trust through a shared Workforce Development Strategy.

### **Draft Workforce Development Strategy**

A copy of a Draft Workforce development Strategy is attached at Appendix 1 for consideration and comment by the Children's Trust.

### **Proposal for a Joint Appointment**

The JAR Action Plan has highlighted the need to implement a number of changes to the current arrangements for workforce development. The CWDC are proposing a range of development opportunities. All Children's Trusts have arrangements in place for workforce development and the proposal is to make an appointment for 2-3 days per week funding by Partners for a joint appointment for one year possibly a secondment to develop this area of work.

### **Conclusion**

The Workforce Development Strategy will be amended following comment from the Children's Trust and presented in September as part of the suite of documents under the Children and Young People's Plan.

### **Use of Appendices**

Appendix 1 Workforce Development Strategy (Draft)