

Caring for the vulnerable



Principal Social Worker progress update

Scrutiny report.
Nov 2024.
Tonya Harrison.



Overall themes from 2023 – 2024 plan



Workforce planning – the right people, with the right skills, at the right time, place and cost.



Reducing vacancies and improving staff retention.



Improving practice in line with wider improvement plans.



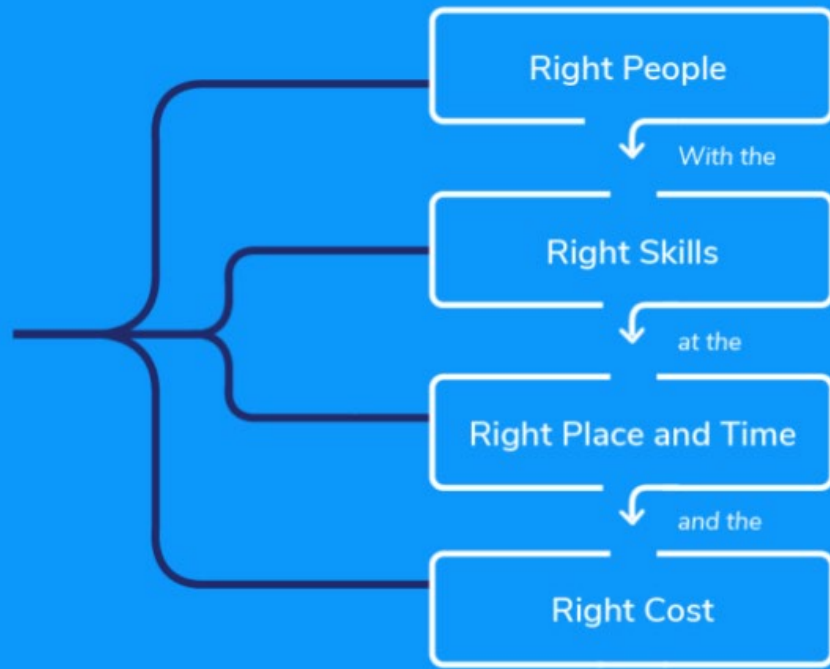
Working to achieve core values – making Lancashire the preferred choice for staff to work, live and develop their careers



Development of a highly skilled workforce



Workforce Planning



- Economic growth
- Career pathways
- Impact for citizens and communities

Recruitment Outcomes

Agency Reduction

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graph TD; A[Agency Reduction] --> B[Centralised recruitment, Targeted recruitment & International]; B --> C[Ringfenced student pathways]; C --> D[Social Work Apprenticeships];
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Centralised recruitment, Targeted recruitment & International

Ringfenced student pathways

Social Work Apprenticeships

Agency Reduction

- From 10.1% -4.5% (real time reduction of 28 workers from 23 – 24).
- Conversion to Permanent workers
- Select workers who are aligned with our values and we know and trust.
- Better for children and families and plan progression
- Supports turnover, caseloads, performance.
- Right resource, right time.
- Financial impact



Retention Outcomes

Improved induction pathways – Via Social Work Academy's and 'warmer welcome' into Lancashire County Council.

Senior Social Work pathway re launched.

Career progression pathway developed – supporting economic growth.

Team Manager investment - 1% turnover

Reduced turnover rates at all levels and function by 2%

Improved Senior Leadership visibility

Good practice and successful outcomes are celebrated via a range of events / activities.



	Permanent Vacancies	%	Agency Staff	Turnover
2022	71	17.4%	71 (14.11%)	19.4%
2023	27	5.3%	31 (6.1%)	11.95%
2024	26.5	4.6%	23 (4.5%)	11.89%
	National position	18.9%	17%	

Distance travelled

- Vacancies
- Agency
- Turnover

Turnover for our qualified Social Worker positions, this remains stable and in line with national positions, following a downward trend

Workforce Development Outcomes

Bespoke function plans in line with Ofsted 'pathway to excellence' and revised Learning and Development plan.

Workforce Development Group established at operational and strategic levels with Director involvement.

Pathways developed to improve attendance at training and measure impact via training transfer.

Workforce Development offered via various workforce academy's (social work / international / leadership), robust Learning and Development plan, and PDM offer.

Learning from Child Safeguarding Panel Reviews', audit, complaints, compliments and overall Quality Assurance framework impacting upon direction of training with expansion plan to develop a greater multi agency training offer

Next Steps 2024 / 2025



Embedding a stronger learning and development culture.



Strengthening current Health and Wellbeing offer.



Transferring recruitment success into WOCL expansion.



Embedding success achieved with recruitment and retention via last 12 months and aligning practice with recommendations from the national framework.