**RIA Workforce Group: Decisions and Actions**

**16th May 2019**

**Chair: Rachael Wardell**

**Present:**   
Angela Bent (Enfield), Tracy Russell (Greenwich), Brenda McMahon (Haringey),  
Alex Kubeyinje (Lambeth), Elaine Merrins (RIA senior data analyst), Gill Gooch (Achieving for Children), Angela Killalea (Sutton), Emma Cockrell (Sutton), Ben Byrne (RIA Programme Lead)

Apologies: Zak Darwood (City of London), Priam Samuel (Kingston)

**Objectives of the group:**

Rachael outlined the work done to date by ALDCS to frame the workforce challenges. These are reflected in the ALDCS workforce paper (circulated to the group) and the slides (accompanying these notes). Noted that the group will look at the social work workforce and particularly focus upon issues of recruitment, retention and issues related to the use of agency social workers. The group needs to align with other related work such as that to reinforce the Memorandum of Co-operation on agency workers and Leaders for London but should avoid replicating initiatives being taken forward elsewhere.

Colleagues agreed on the need to clarify how the group will align with the work of the Teaching Partnerships particularly around workforce planning **(Rachael)**

**Regional Improvement Alliance:**

Ben set the work of the group on the workforce priority theme within the context of the wider RIA sector-led work (London RIA Programme 2019/20 accompanies these notes). ALDCS has agreed a two-year work cycle and therefore the programme agreed by the workforce group should align with this cycle.

**Areas for the attention of the group:**

The following were suggested from group discussion as areas which were of particular interest / concern:

* Newly qualified SWs leaving too quickly
* Ensuring a good professional journey (pathways, development, support)
* Opportunity for BME progression and under-representation in senior positions
* Flexible working arrangements
* Enhancing quality of support / sense of safety
* SW health check and intelligence about workforce well-being

**Outputs from the Group:**

Potential benefits to authorities from the work of the group would be delivered through key products / workstreams:

* Labour market planning: what does the SW pipeline look like and how can this knowledge better inform workforce strategy and plans?
* Common insight tool to inform about risks to retention
* Shared core data-set: in addition to current published data it was felt that it would be beneficial for the LA’s involved in the workforce group to pilot an enhanced collection / data-set to capture post-qualifying experience, length of time in an LA, time on leaving profession. This pilot would provide intelligence to participating LAs and may encourage wider adoption of this data-return.

**Next Steps / Timeline:**

Amend the self-evaluation template and guidance in line with group feedback and re-circulate (Ben)

Allocate pairings of LAs to support peer challenge / learning visit activity (Ben)

Undertake self-evaluation and return to Ben for 26th July (ALL)

Analysis of key themes in self-evaluations Aug (Ben)

Peer challenge visits to take place in Aug / Sept

Learning event whole day end of Sept (see below for indicative workshop design)

Collate learning themes for London summit for Nov

Peer review first quarter 2020

**DONM: 3rd week July – teleconference or Merton for local LAs**

**Learning Workshop Design:**

**Attendees:** all LAs undertaking self-evaluation represented by (up to 4) HR/AD/PSW/Service manager

Day divided into four chunks with all contributing to each and opportunity to reflect from challenge / learning visits:

* Local context
* Recruitment (including agency issues)
* Retention / health check
* Strengths / key challenges and priorities