

Collective Leadership workforce Sub-Group

Summary and Recommendations

To provide the Board with an overview of the recently established CLG workforce sub-group which has been established to support the development requirements of the integrated children and family's workforce.

This paper invites Board Members to:

- i. Note and provide comment on the strategic objectives of the group

References

Previous reports:

- N/A

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Collective Leadership workforce sub-group

Purpose

1. To provide the Board with an overview of the recently established CLG workforce sub-group which has been established to support the development requirements of the integrated children and family's workforce.
2. There are a range of policy and legislative initiatives that require an integrated and collective response to the learning and development needs of the Children and Families workforce all of which are underpinned by GIRFEC as the key operating model.
3. The United Nations Convention on the Rights of the Child (UNCRC) has now been incorporated into Scottish Law, building children's rights into the fabric of decision-making in Scotland.
4. Getting it Right for Every Child (GIRFEC) is the Scottish Government's approach to ensure children and young people receive the right help, at the right time, from the right people. GIRFEC is based on children's rights, its principles reflect the UNCRC, and at the same time, it too respects parents' rights under the European Convention on Human Rights.
5. This working group builds on the First Ministers commitment to "to Keep the Promise" and takes a wider look at how we can collectively develop our workforce as part of the change plan.

Current COSLA Position

6. COSLA's Children and Young People Board and Leaders have committed to Keeping Scotland's Promise that children will grow up love, safe and respected. Responsibility for Keeping the Promise sits across COSLA's policy teams and Boards and work is on-going to ensure policy coherence across the organisation.
7. As part of this and in beginning this period of change in our approach to improving outcomes for children, young people and families. COSLA together with Scottish Government, the Collective Leadership Group (CLG) and NHS Scotland will play a pivotal role in delivering those changes to build a care system with love and nurture at its heart and is change.
8. The foundation of improvement and change will be to ensure we have resilient and trauma aware children and family's workforce, with the necessary knowledge, skill and motivation to deliver wide ranging, proportionate universal, care and protection services.
9. Across all areas of change, a skilled, motivated, trauma-informed and resilient workforce is key to developing trust and building supportive relationships with children and families.
10. The CLG workforce sub-group will provide oversight on the implementation of the learning and development implications outlined in the United Nations Convention on the Rights of the Child, the workforce recommendations of the Promise change plan and getting it Right for Every Child (GIRFEC).
11. The strategic objectives of the sub-group are to:
 - oversee the delivery of the workforce recommendations set out in The Promise change plan and report to the Promise oversight board as required

- promote and support the health and wellbeing of the workforce as they recover, restore and renew from the pandemic
- support the workforce to fully implement the refreshed GIRFEC practice model
- oversee investment in leadership development, by taking forward the GIRFEC Systems Leadership Programme and links to the wider Scottish Government and other public services leadership programmes
- oversee the development of an integrated skills and advanced practice framework that supports transitions and family support models that also aligns with
- provide strategic oversight on the delivery of a trauma informed training programme for the integrated children and families workforce

Proposed COSLA Position

12. COSLA officers will continue to lead and provide support to the sub group and the development of an effective work plan to deliver the change required to “Keep the Promise”. The work plan will be provided to the Board for comment and approval.

Next Steps

13. COSLA officers will continue to update and engage the Children and Young People Board and Leaders as work progresses.

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