

A Guide to Workforce Development

Provided by Children England and NAVCA, Supported by CWDC



Workforce development is about improving the skills and knowledge of staff and volunteers working with children, young people and their families/carers. It helps improve practice and leads to better outcomes for children. It is also about ensuring that the requirements and regulations of government are best met in response to concerns about the safety and well-being of children and young people.

**Children
England**

Charities working for
children and families



navca

local focus national voice

Compiled by David Marsh, Children England and Angela Barnes, NAVCA
Designed by Tony Hatwell, Children England

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Children England
Unit 25, Angel Gate, City Road, London EC1V 2PT
Telephone: 020 78333319
Registered Charity no. 1044239
Company no. 3011053
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Children England is the leading membership organisation for the children, young people and families voluntary sector. Its mission is to create a fairer world for children, young people and families by championing the voluntary organisations which work on their behalf.



navca

local focus national voice

NAVCA is the national voice of local third sector infrastructure in England. It aims to ensure communities are well served by the local third sector by supporting its members and their work with over 160,000 local groups and organisations. NAVCA believes that local voluntary and community action is vital for healthy and inclusive communities.

cwdc

Children's Workforce
Development Council

CWDC aims to improve the lives of children, young people, their families and carers. It does this by ensuring that those who work with children and young people have the best possible training, qualifications and support. CWDC also helps organisations work together more closely so that children and young people are at the heart of what they do.





The Children and Young People's Workforce Strategy

In December 2008 the Government published the 2020 Children and Young People's Workforce Strategy. This sets out the Government's vision that everyone who works with children and young people should be:

- Ambitious for every child and young person;
- Excellent in their practice;
- Committed to partnership and integrated working; and
- Respected and valued as professionals.

Whatever their role, the aim is to ensure that the workforce has the skills and knowledge to do the best job they possibly can; to help children and young people develop and succeed across all the outcomes which underpin Every Child Matters.

Every Child Matters sets out the Government's aim for every child, whatever their background or their circumstances, to have the support they need to:

- Be healthy;
- Stay safe;
- Enjoy and achieve;
- Make a positive contribution; and
- Achieve economic well-being.

This means that the organisations involved with providing services to children from hospitals and schools, to police and voluntary groups will be teaming up in new ways, sharing information and working together, to protect children and young people from harm and help them achieve what they want in life. Children and young people will have far more say about issues that affect them as individuals and collectively.

Over the next few years, every local authority will be working with its partners, through Children's Trusts, to find out what works best for children and young people in its area and act on it. Children's Trusts will play a central role in bringing together all the services needed to ensure all children are safeguarded. They will need to involve children and young people in this process, and when inspectors assess how local areas are doing, they will listen especially to the views of children and young people themselves.

For the children's voluntary/third sector, there are a range of agencies and Government departments which direct workforce reform and lay out new requirements, regulations and guidance on best practice.

DCSF - Department for Children, Schools and Families

The purpose of the Department for Children, Schools and Families is to make this the best place in the world for children and young people to grow up.

The DCSF wants to:

- Make children and young people happy and healthy;
- Keep them safe and sound;
- Give them a top class education; and
- Help them stay on track .

GSCC - General Social Care Council

The General Social Care Council is responsible for setting standards of conduct and practice for social care workers and their employers, for regulating the workforce, and for regulating social work education and training. The GSCC is a Non Departmental Public Body established in October 2001 under the Care Standards Act 2000. It is sponsored by the Department of Health but works closely with the Department for Children, Schools and Families in delivering the children's and young people's care agenda.

ISA - Independent Safeguarding Authority

The Independent Safeguarding Authority (ISA) was created to help prevent unsuitable people from working with children and vulnerable adults. The ISA will work in partnership with the Criminal Records Bureau (CRB), to gather relevant information on every person who wants to work or volunteer with children and vulnerable adults.



CWDC - Children's Workforce Development Council

The CWDC exists to improve the lives of children, young people their families and carers by ensuring that all those who work with them have the qualifications, training and support.

The CWDC mission is to:

- Improve **outcomes for children** and young people by enhancing the role of the workforce;
- Strengthen the workforce, ensuring all workers have the appropriate **skills and qualifications**;
- Encourage **integration** while continuing to value the distinctiveness of each profession; and
- Promote a vision** of the children's workforce as integrated, satisfying and valuable.

Key areas for Workforce Development

The Common Core

The Common Core of Skills and Knowledge for the Children's Workforce sets out the basic skills and knowledge needed by people (including volunteers) whose work brings them into regular contact with children, young people and families. By using a common language, it will enable professionals to work together more effectively in the interests of the child and underpins successful integrated working. Full information can be found on the Every Child Matters website www.everychildmatters.gov.uk.

Integrated Working

Integrated working is when everyone supporting children and young people, works together to put the child at the centre, to meet their needs and improve their lives.

Common Assessment Framework (CAF)

The CAF is a standardised approach to conducting an assessment of a child's additional needs and deciding how those needs should be met. All information including toolkits, guidance, fact sheets and training packages for integrated working are located in the CAF area of the Every Child Matters website.

Information Sharing

Information sharing is key to the Government's goal of delivering better, more efficient public services that are coordinated around the needs of the individual. It is essential to enable early intervention and preventative work, for safeguarding and promoting welfare, and for wider public protection. Information sharing is a vital element in improving outcomes for all.

The Children's Plan

The Children's Plan sets out the Government's aim to make this country the best place in the world to grow up. This means making sure that all children, wherever they live, whatever their background, whatever their age, have their needs met so that they are healthy, stay safe, enjoy life and achieve at school and beyond, make a positive contribution to society and achieve economic wellbeing.

The role of each Children's Trust is to turn this vision into reality. Children's Trusts will play a central role in bringing together all the services needed to ensure all children are safeguarded. Children's Trusts are local partnerships which bring together the organisations responsible for services for children, young people and families in a shared commitment to improve children's lives.



Resources

More detailed Workforce Development information including a copy of the 2020 Children and Young People's Workforce Strategy is available at www.everychildmatters.gov.uk

Children's Workforce Development Council (CWDC)

www.cwdcouncil.org.uk

Department for Children, Schools and Families

www.dcsf.gov.uk

General Social Care Council

www.gsccl.org.uk

Independent Safeguarding Authority (ISA)

www.isa-gov.org.uk

The Children's Plan

www.dcsf.gov.uk/childrensplan

Common Assessment Framework

www.everychildmatters.gov.uk/deliveringservices/caf

National Infrastructure Organisations

National infrastructure organisations are here to help you understand the complexity and changes in workforce development and what they can mean for you. They also play a role in influencing public policy on behalf of their membership.

Children England

www.childrenengland.org.uk

National Association for Voluntary and Community Action (NAVCA)

www.navca.org.uk

National Council for Voluntary Youth Services (NCVYS)

www.ncvys.org.uk

National Council for Voluntary Organisations (NCVO)

www.ncvo-vol.org.uk



Free Workforce Development Advice Helpline 0808 168 3820



What qualifications do I require?
Where can I receive funding?
What do regulations mean for me?
Where can I find information on
workforce development that is
clear and simple to understand?

If you haven't found the answers you need on our website or through our monthly bulletin then call Children England to raise your queries on workforce development or email us at develop@childrenengland.org.uk. We aim to simplify the complexity and range of demands in workforce development.

Our service is more than an advice line. For many, it's a dedicated service that provides practical help and support in workforce development issues in England. If we are unable to provide as quick or as thorough a response to your query as you are hoping, then we will do our best to either find the answer for you or point you in the right direction.

Children England is committed to helping the children's voluntary sector in England better understand the requirements and regulations now in place and to play a role in influencing key decision makers on any future proposals and changes.