

Report To:	CHILDREN'S SCRUTINY PANEL
Date:	27 November 2024
Scrutiny Chair / Reporting Officer:	Councillor Teresa Smith – Executive Member, Children and Families Alison Montgomery – Assistant Director Children's
Subject:	CHILDREN'S SOCIAL WORK REGISTERED WORKFORCE DATA REPORT
Report Summary:	<p>The report provides an overview of workforce key metrics, including starters, turnover, vacancies, permanent FTE/headcount, agency cover and social work experience.</p> <p>Recruitment and retention are identified as significant issues where focused work needs to be undertaken to improve workforce stability, which in turn will lead to consistency in service delivery for children and families.</p>
Recommendations:	To note the data and identify where we can improve further and to analyse the workforce trends and impacts.
Links to Corporate Plan:	<p>This report is a key reporting mechanism to track progress against the Children's Improvement plan which underpins our corporate plan priority to provide:</p> <ul style="list-style-type: none"> • Very best start in life where children are ready to learn and encouraged to thrive and develop • Aspiration and hope through learning and moving with confidence from childhood to adulthood • Resilient families and supportive networks to protect and grow our young people <p>Supports the aims and objectives of the Corporate Plan, with a particular focus on the Children's Services Improvement Plan.</p>
Policy Implications:	This report sets out the progress, barriers and risks against the Children's Improvement Plan and sets out key actions for the next reporting period. There are no wider policy implications to this update report.
Financial Implications: (Authorised by the Section 151 Officer)	There are no finance implications for this update report. However important to note that the work being delivered is part of the wider Children's Services Improvement Plan where additional resources have already been identified and secured to support the improvement journey.
Legal Implications: (Authorised by the Borough Solicitor)	There are no legal implications for this update report.
Risk Management:	The report sets out the progress, barriers and risks against the Children's Improvement Plan and sets out key actions for the next reporting period. Managing these key projects linked to the Improvement Plan aims to mitigate inadequate rating.

Access to Information:

The background papers relating to this report can be inspected by contacting Tracy Brennan, Assistant Director, People and Workforce Development by:



Telephone: 0161 342 3279



e-mail: *@tameside.gov.uk