



Changing Lives. Changing Futures.



Children's Integrated Services Workforce Plan 2023-2026



**Nottingham
City Council**



Our Vision and Values

For the children and families of Nottingham

A city where every child and young person can enjoy their childhood in a warm and supporting environment, free from poverty and safe from harm; a city where every child grows up to achieve their full potential

(Children and Young People's Plan)

We will have well-coordinated services and joined up partnership working which ensures children receive the right support at the right time

Children and young people in Nottingham will be supported by their own families, without the need for long-term intervention to keep them safe and well

We will work with children, young people and families to build their resilience and help them to be healthy, to aspire and achieve and to make a positive contribution to Nottingham's communities.

We will get feedback and seek children's wishes and feelings to inform the decisions that we make and shape the services that we offer to ensure these are inclusive of all our communities

For our workforce

We are a learning organisation where everyone wants to, and is enabled to, continually develop and learn

We will work in a high support, high challenge environment where colleagues are recognised as an expert in their role and their individual skills, experiences and differences are valued.

We will have a workforce which is aware of the impact of relational trauma upon children and families and upon themselves and their colleagues and is supported when they experience trauma or adverse experiences at work

We will work in a collaborative and strengths-based way – not only with children and families but with our colleagues and partners to achieve the best outcomes

We will all feel supported and empowered to lead on development and transformation in the work we do

Our Strategic Priorities

PRIORITY 1 RECRUITMENT AND RESOURCING

"Nottingham is a great place to work"

PRIORITY 2 WELLBEING AND RESILIENCE

"Our Workforce is a happy workforce"



PRIORITY 4 LEARNING, DEVELOPMENT AND RETENTION

"Nottingham is a place where people stay and build their careers"

PRIORITY 3 LEADERSHIP AND CULTURE

"We are all leaders"

Priority 1

Recruitment and Resourcing



“Nottingham is a great place to work”



Our Strengths

Our workforce is committed and passionate about improving outcomes for Nottingham's children and young people

We have a range of services from early help through to leaving care which offers a variety of roles and development opportunities

We have an experienced early help workforce

We have a good, supportive working environment

Our staff are supported and developed

We have a range of recruitment opportunities for our social work positions - Frontline, apprentice, grow your own and ASYE opportunities

80% of respondents in our staff survey were happy and felt they contributed to something bigger

We support staff to work flexibly and operate a hybrid model of working

We have a good induction to support and welcome new starters

Our workforce feel supported through supervision



What do we want to achieve?

We will work to widen and target our recruitment and advertising activity to:

- Speed up recruitment processes
- Build a workforce that represents our communities and families
- Increase access to apprenticeships
- Reduce reliance on agency staffing
- Fill all vacancies across the service
- Stabilise our workforce
- Attract a range of skills, experience, and qualifications

We will use the talent and range of experience and skills we already have to:

- Develop a flexible workforce that can respond to need, whilst retaining their expert roles
- Look at how we can use our skills and experience to deliver services differently and creatively

Through collaboration and partnership we will:

- Reduce silo working
- Build a clear early help offer

Priority 2

Wellbeing and Resilience



"Our Workforce is a happy workforce"

Our Strengths



We have a kind and child focused workforce

We have a workforce that understands the challenges we face and is enthusiastic to work together to support ongoing developments and transformation

We have opportunities for reflection

Staff feel supported and have regular supervision.

We have the foundations of a trauma informed workforce

Staff are supported through a range of wellbeing schemes – PAM assist, access to work, support groups, employee wellbeing, occupational health, flexible and hybrid working



What do we want to achieve?

A happy and supported workforce which enjoys coming to work and supports each other

A healthy and supported workforce with lower levels of sickness

A brave workforce that feels able to make bold decisions in their work with children

A workforce that feels valued, values others and who feels their contribution is recognised

A workforce that respects each other's differences and the value this brings to the service

A workforce that is aware of the impact of relational trauma upon children and families as well as upon practitioners

Our workforce to be supported when they experience trauma or adverse experiences at work

Increased opportunities to support our workforce and create safe spaces for reflection

Priority 3

Leadership and Culture



"We are all leaders"



Our Strengths

Our workforce is committed to delivering high quality outcomes for the children of Nottingham.

We are developing a culture of high support, high challenge

We have a strong and visible leadership team with a breadth of practice knowledge

Our workforce is committed to continually developing and transforming services to get it right for children and families



What do we want to achieve?

We will ensure children are at the centre of all that we do and increase understanding of their experiences in shaping our service developments and transformation.

We will embed our high support, high challenge culture across all our interactions

We will embed our strengths based model of practice across all we do

Our ethos of doing 'with' and not 'to' will be visible in all our interactions – not only our work with children and families but also in our work with each other

We will celebrate the diverse backgrounds, experiences, and skills that we have within our service and harness the opportunities this brings

We will continue to develop as a learning organisation and increase opportunities for knowledge transfer across teams and services

We will support and empower each other to work with high levels of professional judgement, accountability and creativity

Priority 4

Learning, Development and Retention



“Nottingham is a place where people stay and build their careers”



Our Strengths

We have a workforce development team dedicated to Children’s Integrated Services
We have a dedicated learning and development offer
We have a workforce committed to the people of Nottingham
We have career development pathways
We have a number of long serving staff with a wealth of knowledge and experience
We have a range of service sector specific development opportunities



What do we want to achieve?

We will explore a range of retention activities to stabilise our workforce
We will launch a learning academy dedicated to Children’s Integrated Workforce that will offer a range of learning and development opportunities that will allow our workforce to have the confidence and skills to deliver high quality services to children and families
We will further develop clear development pathways to support our workforce develop in their relevant service area and in their chosen career – not just through promotion
We will further develop our succession planning opportunities
We will value the wide range of qualifications, experience, and skills across the service to offer development opportunities by enabling people to use their skills differently