

Briefing Note to the Children's Partnership Senior Officers Group

Title:	Every Colleague Matters Event
Date of meeting:	May 2011
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Summary (including background, proposals and benefits to customers/service users):

1 SUMMARY

The overwhelming feedback of everyone who attended the event has been that it was very well received and has had a positive impact. 448 places were attended on the face-to-face sessions throughout the 2 week event. **91 %** of respondents to the evaluation rated the day as **excellent/good**. The overall cost of the Event was **£2895** giving a cost of **£6.46 per place attended** (see appendix A for breakdown of costs). A total of 23 face to face sessions were run. 20 people signed up to use the KIDS E-learning website during the event. 108 people viewed/downloaded one of the 20 Bite-sized learning worksheets which were available on the website.

2. BACKGROUND

This is the third whole organisation event for the workforce. The first one was targeted at Well-being, the 2nd as Partnership and Raising Aspiration and the 3rd at the development of the Core Training Standard. The Every Colleague Matters Event is listed as an annual action in Nottingham Childrens Partnership Workforce Strategy Action plan.

Lessons learnt from previous events is that at least a 2 month lead in time with the advertising for the event is needed to allow the message to filter through the workforce. The event should include more large sessions (50-100 people) than lots of small sessions (10-20 people). This keeps the venue costs down and more opportunity for delegates to network. The two changes made from the 2nd event almost doubled the number of attendees for the face to face session from 233 places filled in 2010 to 448 places filled in 2011.

3. THE OBJECTIVES OF THE EVENT

- To offer colleague an opportunity to build up their portfolio of personal and professional resources, learn something new and meet others across the Children's Partnership.
- To raise awareness of the Core Training Standard in Nottingham Childrens Partnership throughout.

4. WHO ATTENDED

The table below shows the breakdown of the face-to-face session places attended by people from the range of organisations. Some people attended more than one session therefore 448 does not represent the number of people from the organisations but the places attended.

Sector	Number
Children and Families (Nottingham City Council)	282
Nottingham City Council other (Resources/Adults)	11

Private, voluntary & Independent sector	73
CitiHealth/NHS	53
Schools/Colleges	9
Police	5
Nottingham and Nottinghamshire Futures	4
Job centre plus	5
Nottingham Probationary Service	6
Total	448

5. THE SESSIONS

There was a **53% uptake** on the places available which is 30% more than in 2010. 23 different sessions were on during the two week period.

Out of the **548 places** which were booked **16%** of the places booked were cancelled in advance and **17%** of places booked the delegates did not turn up on the day. Delegates are not charged for non-attendance but this may be looked into for next year because of the wasted learning opportunity and cost of promoting the place. We cancelled **3%** of the places booked due to 2 sessions being cancelled due to lack of numbers, which is an improvement on previous years.

6. FEEDBACK

The feedback received from the evaluation form was divided into information about the individual sessions and the overall event.

Individual Sessions:

The overall assessment of the sessions delivered was that **32% felt it they were excellent. 59% felt they were good** and **9% felt they were average. No sessions were rated poor.**

Quite a few delegates wished the sessions were longer as they found them useful and informative and wanted to know more. The aim of the sessions was to be a taster, between 1 to 3 hours and they could be used as a starting point to develop a deeper understanding of the subject if needed.

Overall Event:

72% of the delegates strongly agreed/agreed that the event was published and promoted well. There continues to be difficulties trying to advertise to the whole workforce because there is not a central database of individuals within the Partnership. Advertising was started 2 months before which could be part of the reason for the 100% increase in the number of attendees.

70% strongly agreed/agreed that they would use what they have learnt in their role. Some of the sessions would not be appropriate to use within their role such as the Healthy Living Checks.

72% of the delegates strongly agreed/agreed that they were able to share learning with their colleagues.

Only 52% strongly agreed/agreed that they felt they had an opportunity to network with the wider workforce.

79% strongly agreed/agreed that they would attend similar sessions in the future. This shows that the content of these sessions are useful and should be run again.

Comments/ suggestions for future events

“Good range of events and brilliant to feel valued enough to have time to come and for events to be put on” and “I think this 2 weeks has been great although the places booked up quickly”

Please note the event was very cost effective at **£6.46 per place attended** compared to last year when it

cost **£12.13 per place attended.**

Appendix A

Costs were shared between the Voluntary Service and Children and Families, Department of Nottingham City Council.

- £1685 paid by Children and Families
- £500 paid by Aiming High budget towards the speaker Christine Leneham
- £710 paid by Voluntary Sector grant from CWDC towards Safeguarding conference.

Recommendations:

1	Promote future whole workforce events through effective whole Partnership commissioning and resourcing for an on-going sustainable programme.
2	Run the event again at an agreed time of year and advertise at least 2 months in advance to ensure better dissemination of the programme using a wider range of methods to reach the whole one children's workforce. Introduce a cancellation charge of £30 for non-attendees as a deterrent.
3	To develop the Bite-sized learning worksheet offer further and advertise this as a year round offer to all colleagues.
4	Continue to promote the KIDS E-learning package to encourage new users to register.