



Briefing Note to the Children's Partnership Board

Title:	Every Colleague Matters Event
Date of meeting:	28 March 2012
Contact Officer(s) and contact details:	Candida Brudenell, Director of Quality & Commissioning Lisa Hazell and Elaine Mitchell, Integrated Workforce lisa.hazell@nottinghamcity.gov.uk or elaine.mitchell@nottinghamcity.gov.uk

Recommendations:	
1	Promote future whole workforce events through effective joint 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 target audience.
3	Target harder to reach work groups to ensure even wider participation and subject matter for a future event

Summary (including background, proposals and benefits to customers/service users):

1	<p><u>SUMMARY</u></p> <p>The overwhelming feedback of everyone who attended the event has been that it was very well received and has had a positive impact. 516 places were attended on the face-to-face sessions throughout the 2 week event. 97 % of respondents to the evaluation rated the session as excellent/good. The overall direct cost of the Event was £1,700 which equates to £3.30per place attended. The costs were paid by Nottingham City Council and Nottinghamshire Health and Social Care Community Workforce Team (See Appendix A). A total of 21 face to face sessions were delivered in venues across the city (see Appendix B for details of the sessions).</p> <p>2. <u>BACKGROUND</u></p> <p>The first Every Colleague Matters Event was in 2008 and was targeted at Well-being; the second in 2010 was themed Partnership and Raising Aspiration and the third aimed to launch the Core Training Standard as a basic minimum expectation for all who worked in the City with Children and Young People, which ran in February 2011.</p> <p>Lessons learnt from previous events have been taken into consideration; at least a 2 month lead in time with the advertising for the event is needed to allow the message to filter through the whole 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. These 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. .</p> <p>The Event is also listed as an annual action in Nottingham Children's Partnership Workforce Strategy Action Plan. This latest event in February 2012 aimed to take the concept of whole workforce further by looking at commonalities and themes across Adult and Children's services to help develop a culture across the City of a family approach and integrated working to make a difference to vulnerable people and children.</p> <p>It is hoped we can use the learning from the event to inform bringing children and adult workforce strategy closer together where learning together will enhance the client/end users experience.</p> <p>3. <u>THE OBJECTIVE OF THE EVENT IN 2012</u></p> <ul style="list-style-type: none"> To develop a programme of events cutting across profession specific development to support communication of key whole adult & children workforce matters, showcasing inter-dependency of each agency/provider
----------	--

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 516 do not represent the number of people from the organisations but the places attended.

Sector	Number
Children and Families (Nottingham City Council)	221
Nottingham City Council other (Resources/Communities, Development)	66
Private, voluntary & Independent sector	106
Health (CityCare/NHS/NUH)	66
Schools/Colleges	27
Police	6
Nottinghamshire Probationary Trust	9
Nottinghamshire Fire and Rescue	10
Nottingham City Homes	4
Nottingham County Council	1
Total	516

5. THE SESSIONS

There was a **58% uptake** on the places available which is 5% more than in 2011. 21 different sessions were on during the two week period offering a total of 899 places to the City's Workforce. The 516 places were taken by colleagues throughout Nottingham City.

Out of the **750 places** which were booked **16%** of the places booked were cancelled in advance (same as 2011). 15% of places booked were not filled by delegates who either did not turn up on the day or sent apologies on the day. Delegates were advised this year they may be charged for non attendance but this has not acted as a deterrent to reduce the non-attendance as last years was 17%.

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 **47% felt it they were excellent. 50% felt they were good and 3% 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:

87% of the delegates strongly agreed/agreed that the event was published and promoted well (72% in 2011) showing an increase in reach of the event. It shows advertising at least two months in advance allows the advertising of the event to filter through agencies and organisation and the personal presentations to management teams and involvement of Health funding has ensured a different mix of audience this year. This event is becoming more widely advertised throughout Nottingham but there continues to be difficulties trying to advertise to the whole workforce and clarify relevance to such a diverse group. Word of mouth is the best promotion but it takes time.

74% strongly agreed/agreed that they felt they had an opportunity to network with the wider workforce (52% in 2011). During the shorter sessions of 1 to 1.5 hours the opportunity to network is very small due the need to spend time on the content.

90% of the delegates strongly agreed/agreed they felt confident cascading this information in their

organisation/agency (70% in 2011).

91% strongly agreed/agreed that they would attend similar sessions in the future. This indicates that the content of these sessions are useful and should be run again. (79% in 2011)

These figures show a great improvement from 2011 when the above questions were asked as part of the evaluation (improvements from in brackets).

Comments/ suggestions for future events

- “More events like this: Short n Sharpe”,
- “Really useful to have tools to take away that are useful”
- “These are good sessions enabling people to find out about other services and what they do and what difference they make”,
- "Best training session I have ever been to"
- “An excellent, well organised, informative event. Well done!
- “More time for the session”

Please note the event has become very cost effective when compared to the past two years; it cost **£3.30 per place attended** this year and **£6.46 per place attended in 2011** and **£12.13 per place attended in 2010**.

Appendix A

£3,000 was received from Nottinghamshire Health and Social Care Community Workforce Team towards the Every Colleague Matters Event. The remainder of the money will be used to cover administration cost from the event and joint integrated workforce events that have been borne out of the feedback from the Every Colleague Matters Event.

Appendix B

List of sessions that were delivered during the event.

30.1.12	We are family"- Be informed: Be inspired Conference
30.1.12	Dementia across the generations
31.1.12	"Tomorrows World - how we can all make the most of new technology to support children and families in Nottingham"
31.1.12	Shared Responsibility around Family Mental Health
01.02.12	Addressing the health and wellbeing impacts of demolition and the relocation of 1,000 Council tenants and their families, 2012 to 2017
01.02.12	Virtual Hospice
01.02.12	Aspiring Nottingham - looking to the future- South Locality
02.02.12	Young Carers
02.02.12	Good Friends or Bad Friends? An introduction to the issue of Child Sexual Exploitation.
03.02.12	Parallel Process Chief Executive to Child
03.02.12	Earlier Support Stronger Families - Family Support Pathway
06.02.12	Commissioning and Commercialisation
07.02.12	What is the Family Nurse Partnership Programme – and what is it doing in Nottingham?"
07.02.12	Bridging the gaps – working together with Sensory Impaired citizens
08.02.12	Gangs in Nottingham – a perspective from the Voluntary Sector
08.02.12	What does Early Intervention mean for Vulnerable Adults and Families?
09.02.12	Aspiring Nottingham - looking to the future- North locality - am
09.02.12	Aspiring Nottingham - looking to the future - Central Locality- pm
09.02.12	Domestic abuse and its links to children and animal abuse
10.02.12	Stroke Awareness
10.02.12	What is a Social Enterprise