

<b>CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE</b>
<b>17 JULY 2018</b>
<b>SOCIAL WORKER RECRUITMENT, RETENTION AND CASELOAD MANAGEMENT</b>
<b>REPORT OF HEAD OF LEGAL AND GOVERNANCE</b>

## **1 Purpose**

- 1.1 To review the current position of the social worker workforce and work over the last year to ensure that there is sufficient capacity within the workforce to deliver services.

## **2 Action required**

- 2.1 The Committee is asked to
- a) scrutinise the local approach to ensuring sufficient capacity within the social worker workforce to deliver effective and high quality social work;
  - b) identify if any further scrutiny is required and, if so, the focus for that scrutiny.

## **3 Background information**

- 3.1 The Ofsted inspection in 2014 identified capacity of social workers as a key issue for the local authority, for example it identified the need to ensure that there is sufficient capacity in the workforce to deliver effective and high quality social work and ensure that the caseloads of social workers and independent reviewing officers are manageable and allow them to undertake their statutory duties to a high standard.
- 3.2 Since then, the Committee has kept an overview of the work taking place locally to support, retain and develop social workers to ensure that there is sufficient workforce capacity. The local authority's focus on this issue was noted in the 2017 Ofsted pilot inspection of children's services which commented that the Council had prioritised investment in building a stable, secure and skilled workforce.
- 3.3 One year on from that inspection the Committee wanted to review whether investment had been sustained; and the current state of the Council's social worker workforce.

#### **4 List of attached information**

- 4.1 Actions taken to manage social work caseloads and recruit and retain social workers

#### **5 Background papers, other than published works or those disclosing exempt or confidential information**

- 5.1 None

#### **6 Published documents referred to in compiling this report**

- 6.1 2014 Ofsted report of Nottingham City Council Inspection of Services for Children in Need of Help and Protection, Children Looked After and Care Leavers and Review of the Effectiveness of the Local Safeguarding Children Board.

2017 Ofsted report of Nottingham City Council Inspection of Children's Social Care Services (pilot inspection)

Reports to and minutes of meetings of the Children and Young People Scrutiny Committee held on 18 October 2016, 21 March 2017 and 19 September 2017

#### **7 Wards affected**

- 7.1 All

#### **8 Contact information**

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