

## Children and Families Overview and Scrutiny Committee actions – 14 January 2023

	<i>Topic</i>	<i>Action</i>	<i>Responsibility</i>	<i>Progress</i>
1	<b>RECRUITMENT AND RETENTION OF CHILDREN SERVICES STAFF</b>	Chris Spencer and Rob England to take away and work on how social worker recruitment pipelines were advertised and communicated, including through the Social Worker Academy and the GCC Website	<b>Chris Spencer/Rob England</b>	The pipelines into social work (e.g. students, Frontline, Overseas recruits, apprenticeships) are currently being highlighted in the graphic design of the Academy's SW progression pathway – due for launch at the end of February. This graphic will be located within an easily accessible Academy webpage that contextualises the progression offer and the benefits of joining with GCC. The webpage will further link to the Recruitment site for Children's Social Care posts.
2	<b>RECRUITMENT AND RETENTION OF CHILDREN SERVICES STAFF</b>	Cllr Cohen to share Renishaw plc. contact details with Chris Spencer so he can explore their staff housing arrangements with them	<b>Chris Spencer</b>	Contact made with the CE of Renishaw to explore options for supported accommodation explored
3	<b>RECRUITMENT AND RETENTION OF CHILDREN SERVICES STAFF</b>	Cllr Davies to discuss further with Chris Spencer about best lobbying approaches.	<b>Cllr Davies/Chris Spencer</b>	Lobbying undertaken through the SW ADCS group, the LGA and DfE partners.

4	<b>RECRUITMENT AND RETENTION OF CHILDREN SERVICES STAFF</b>	Chris Spencer to explore options for recruiting recent retirees	<b>Chris Spencer</b>	<p>Passed to the SW Academy for further consideration.</p> <p>On completion of the progression pathway, the Academy and GCC's Children's Social Work recruitment team will collaborate on an initiative to create an alumni of ex-staff that we keep in regular contact with around points of interest, possible cpd offers, and recruitment initiatives. Where residents of Gloucestershire have recently retired from the profession (from GCC or other employment) we will include them in this network where possible.</p>
5	<b>RECRUITMENT AND RETENTION OF CHILDREN SERVICES STAFF</b>	Mandy Quayle to share the data and continue working on the benchmarking data	<b>Mandy Quayle</b>	Completed
6	<b>VERBAL UPDATE ON TREVONE HOUSE -</b>	Interim report to be added to next meeting's agenda and final report to be added to work plan for July.	<b>Andie Griffiths</b>	Completed

7	<b>ICT Update Report</b>	Members to express interest in training with democratic services. Rob England to arrange request.	<b>Members/Rob England</b>	<p>Cllr David Drew submitted interest in this to Democratic Services and we have collaborated to arrange his viewing of Liquid Logic in concert with the Liquid Logic Leads within ICT and Childrens Services.</p> <p>Should any other members hold the same interest we can facilitate the same through Democratic Services.</p>
8	<b>Improvement Board Update</b>	Cllr Cohen to email democratic services her specific questions relating to the adoption process backlog.	<b>Cllr Cohen</b>	Awaiting officer response and will be circulated in due course.
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