

Children's Services Staff Symposium

Thursday, 18 January 2024



What's happening ... programmes

For more information the leads are:

Best Start in Life: Liz Curtis-Jones

Safeguarding Families Together: Sarah Whilton

Reimagining Pre-proceedings: Paula Golding

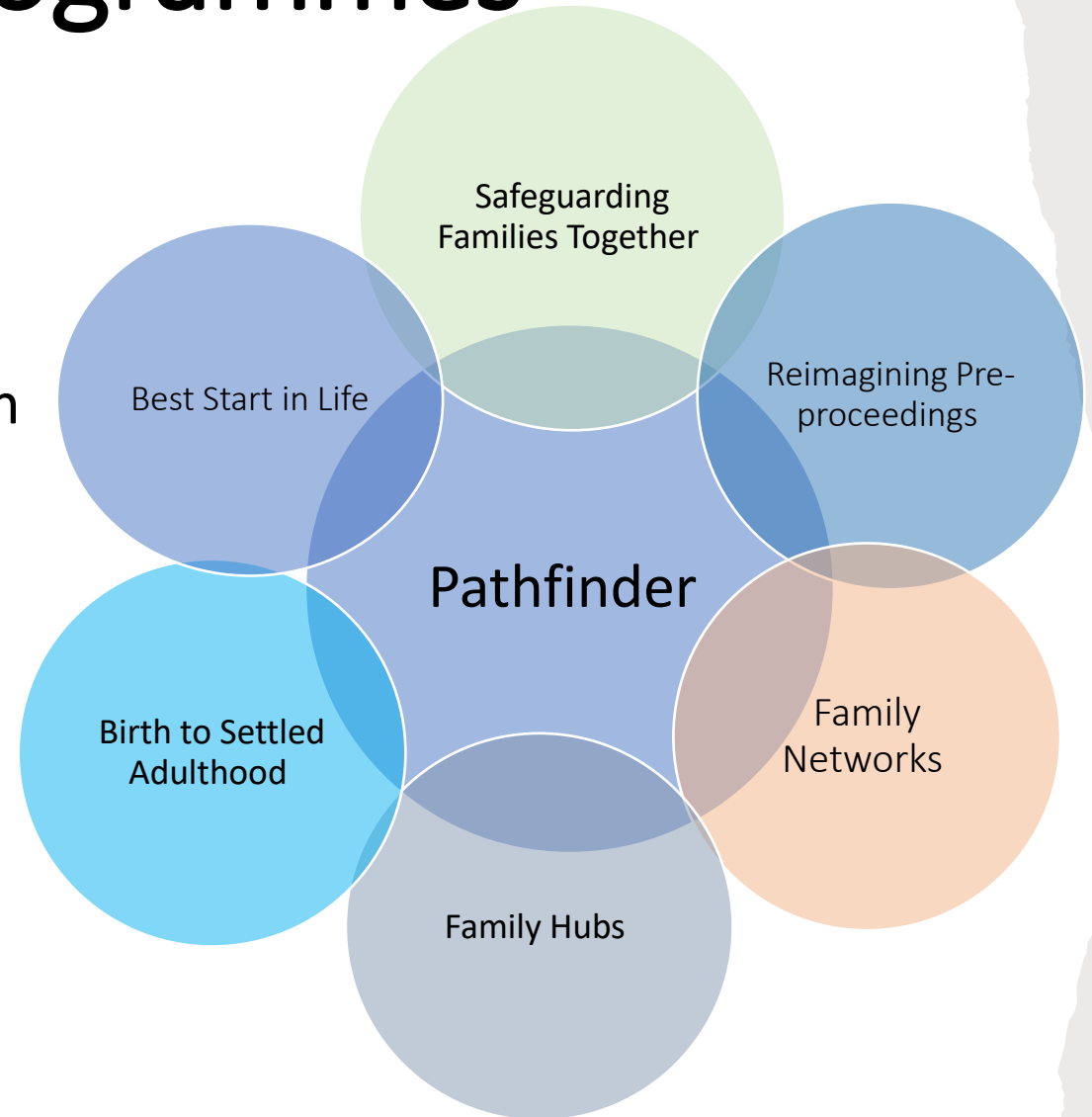
Family Networks: Louise Drury/Nicky David

Family Hubs: Rebecca Watson

Birth to Settled Adulthood: Hal Williams

Families First for Children Pathfinder:

FamiliesFirstPathfinder@dorsetcouncil.gov.uk



Important things to note about the revised model

The number of positions in each locality are based on numbers of children, families, schools and settings

There will be 1 Service Manager for permanence with 4 teams to cover all localities

We have amended Inclusion and Belonging to Learning and Belonging following feedback from our teams

There will be 4 x Service Managers for Learning and Belonging which will increase our leadership capacity for Inclusion and special educational needs & disabilities (SEND) and they will be locality specific

We have increased capacity to enable practitioners to focus on their area of expertise, whilst being part of a locality networks of skills, experience and knowledge. Majority of staff will retain their current posts in the same team

Re-shaped existing roles are predominantly a change in portfolio responsibility. Therefore, we do not anticipate any significant contractual changes

Important things to note about the revised model

To make sure we get this right, we will move at the pace which meets the needs of our children and families.

Minimal adjustments: we are reshaping the functions of roles

Majority of existing roles will remain the same or enhanced

Mapping of existing roles to the posts outlined in the structure to meet need

Where staff may move teams or there is a change to line management / portfolio, individual conversations will take place between staff and managers to ensure the best fit for both the employee and the needs of the children and families they are working with

Your feedback so far

You have said ...		Our Response
Team Manager Roles	Team Manager Post for Learning and Belonging (L&B) is too large in terms of potential volume of work	The final numbers for each locality have not yet been agreed and signed off and will reflect level of need in each locality area. We have amended the Team Manager Inclusion & Belonging to Team Manager Learning & Belonging.
	Will the Team Manager L&B hold relationships with partners as part of their responsibilities? Will this impact on schools and our ability to step in quickly to support resilience in the system?	All our team managers will have relationships with partners – this might look different depending on the specific role. It is hoped that we can provide the right support more quickly and effectively.
	Could there be flexibility within the structures to still allow Team Manager's (TM) to manage staff where the TM has expertise in the appropriate area?	Matrix management arrangements will become more established across the localities. This is part of our workforce development plans.

Your feedback so far

You have said ...		Our Response
Early Years	Absence of Early Years (Best Start in Life) Team Manager role leaves potential for under 5's policy, funding and registration reform to 'get lost' in the system' . This role could lead on a designated Best Start in Life pathway for each locality under Family Help .	There is strength in leadership through the Principal Lead Best Start in Life and Early Years Lead. There are separate discussions currently taking place around early years work, and this will come together with the Pathfinder discussions end of January 2024.
	Early Years support is much broader than inclusion. Knowledge of the locality and importance of broader support to quality in settings, and not being restricted to inclusion, or settings who are less than good.	
	Portage Consultants and Early Years Support and Advice Officers have been put together rather than as 2 separate roles, with the EYSAO role moved across to the inclusion strand.	

Your feedback so far

You have said ...		Our Response
Family workers	Disappointed with low numbers of additional family workers with the extra families that will be covered in Family Help with various grade options to give workers the growth model of progression	<p>We have not provided any numbers to teams in terms of how many additional posts might be available through the Pathfinder model.</p> <p>There is an increase in over 10% in the family worker space, and whilst four posts will be transferring to the enhanced front door, to alleviate some of the pressure currently felt by family workers having to regularly provide 'rota' cover for the early help hub, the remainder will be going into the localities, according to need.</p>

Your feedback so far

You have said ...		Our Response
Family Help	Query raised on the requirement for Assistant Team Managers to be Social Work qualified.	The legislation changes state we must have Social Work oversight of some of our Family help work (for example S17 assessments) and will provide the expertise to staff undertaking this work and approval.

Your feedback so far

You have said ...		Our Response
Interdependency	Parenting and Activity workers need to fall under the same manager as the Portage Consultants and Early Years advisor	We are responding to the connectivity of pathfinder with Birth to Settled Adulthood and Family Hubs to ensure we have the right matrix management for some of the workers that will work across different areas of work, this includes activity and parenting workers.
	How do the proposed Pathfinder changes link with the Early year's changes & B2SA/CHAD changes?	
	How will Family Hubs be managed and what will the structure be?	

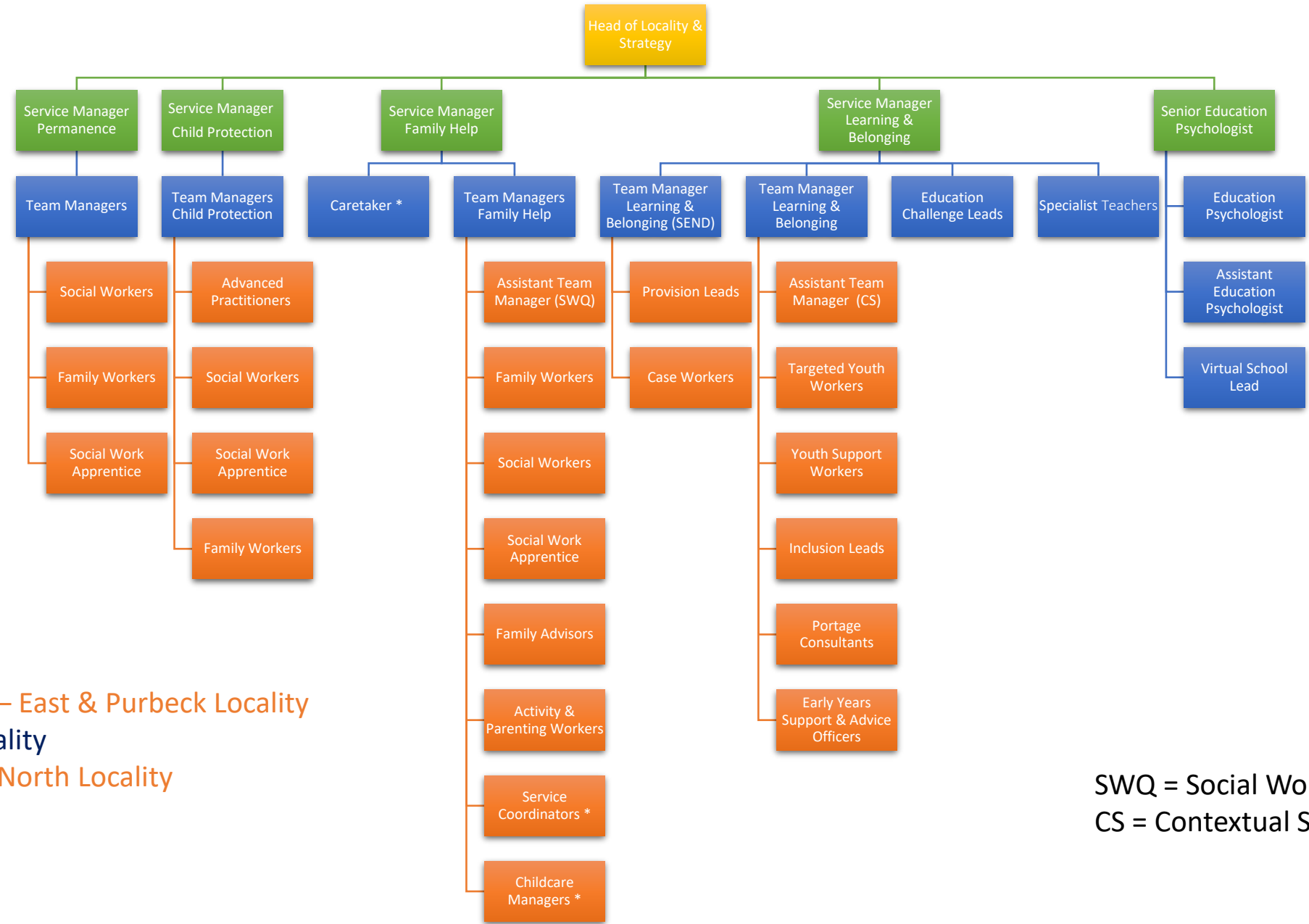
Your feedback so far

You have said ...		Our Response
Learning & Development	Recognising the need for opportunity to maintain/maximize existing learning & skillsets	We have already included in our programme the opportunity to discuss individual needs, preferences and opportunities for maximising enhancing existing skillsets.
	What training will there be as result of the Pathfinder?	<p>We are working with Learning and Development to build a programme of multi-agency training.</p> <p>We see this as an opportunity to create the best conditions for success, to integrate good practice, provide confidence, and develop knowledge and skills in all aspects of our work.</p>

Your feedback so far

You have said ...		Our Response
Wellbeing	Recognising individual staff circumstances and impact on well being	<p>Staff health and wellbeing are really important and as plans are finalised there will be opportunities to speak to your line manager to consider the best role to suit your needs.</p> <p>Please remember the Council well-being support is available, which you can find here Employee Wellbeing - tasks and guides (dorsetcouncil.gov.uk)</p>

Revised Locality Model



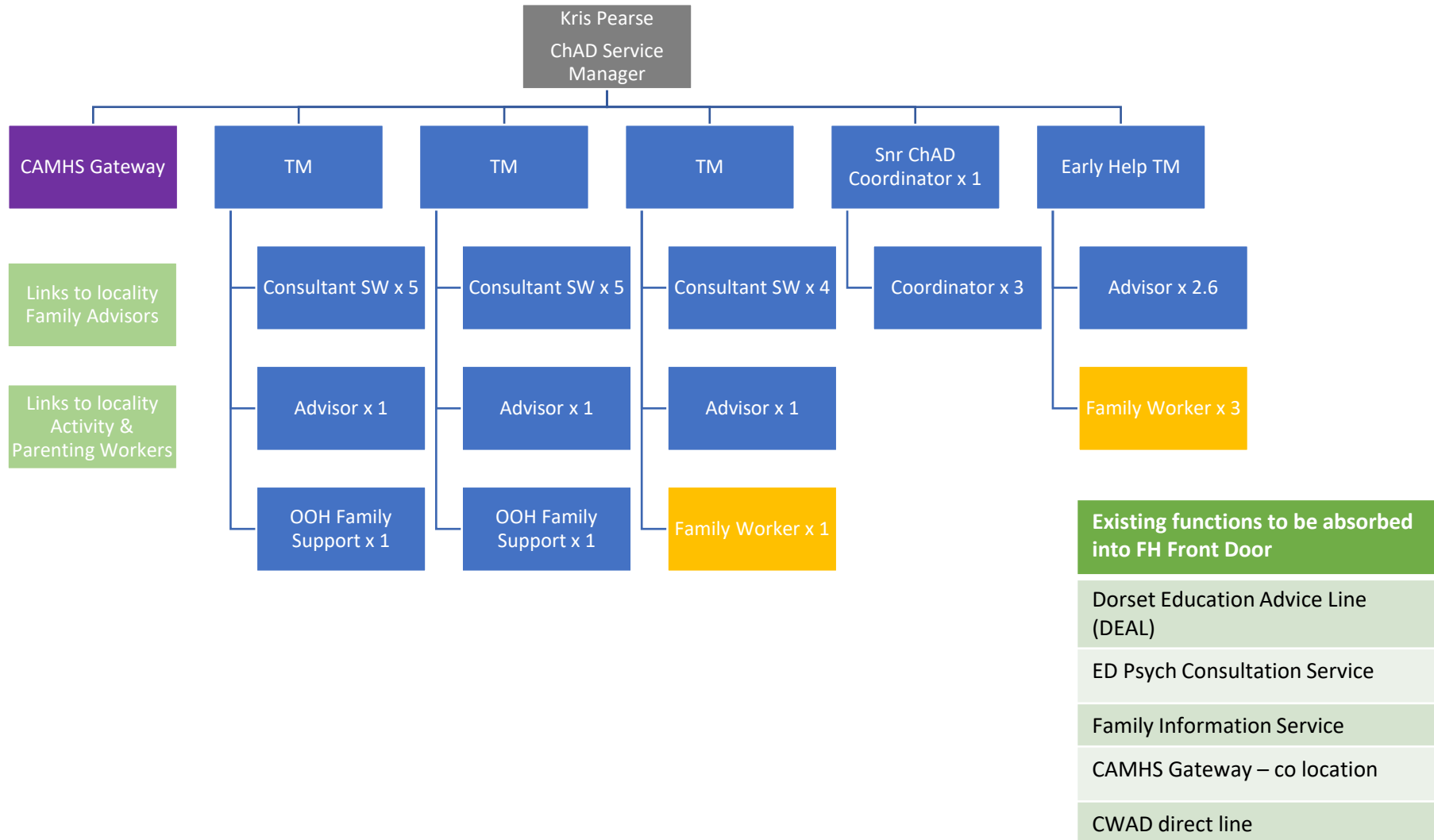
- * Service Co-ordinators – East & Purbeck Locality
- * Caretaker – North Locality
- * Childcare Managers – North Locality

SWQ = Social Work Qualified
CS = Contextual Safeguarding

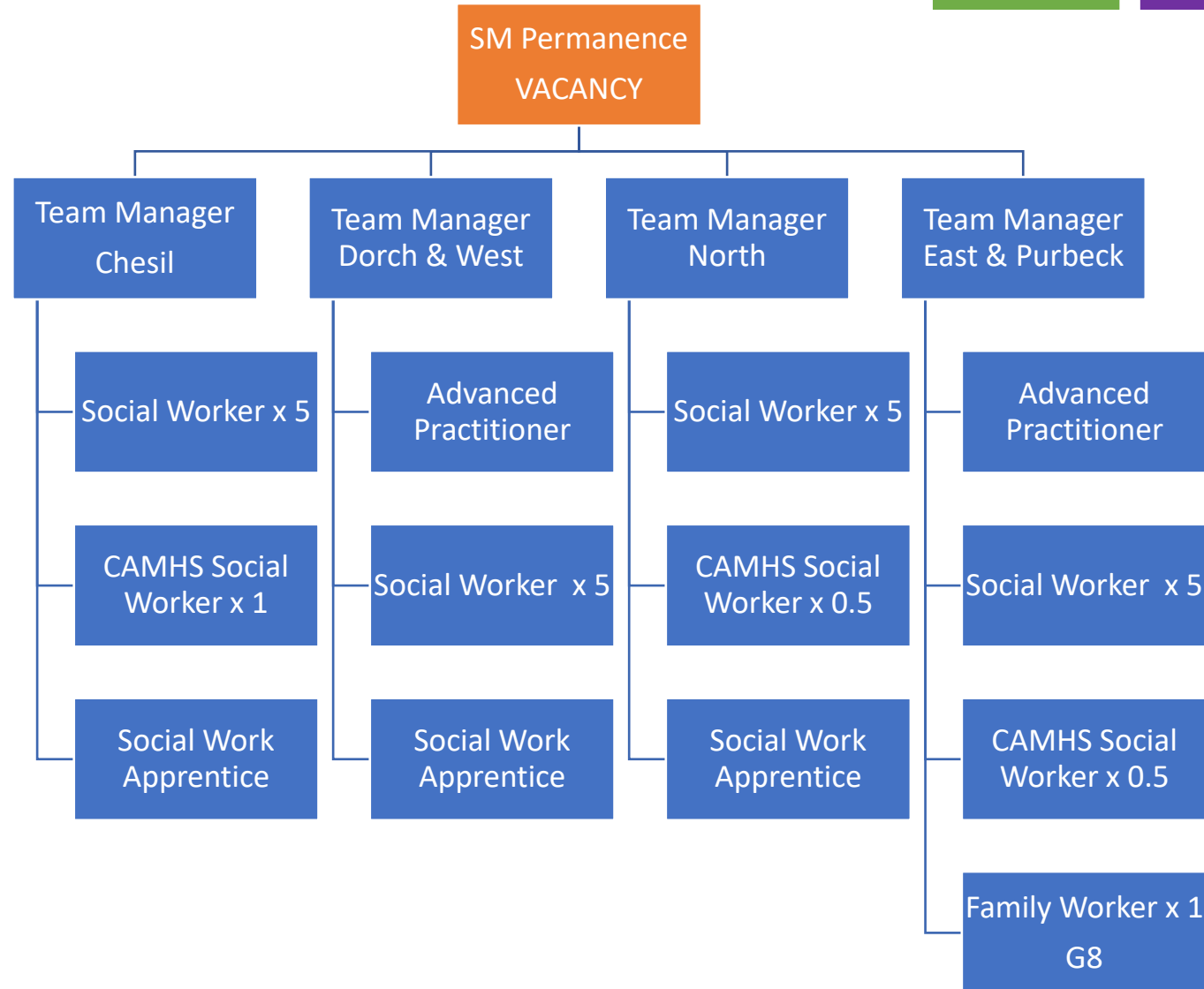
Locality Structures

Numbers of positions shown are based on full time equivalents (FTE) actual number of people in post may be different.

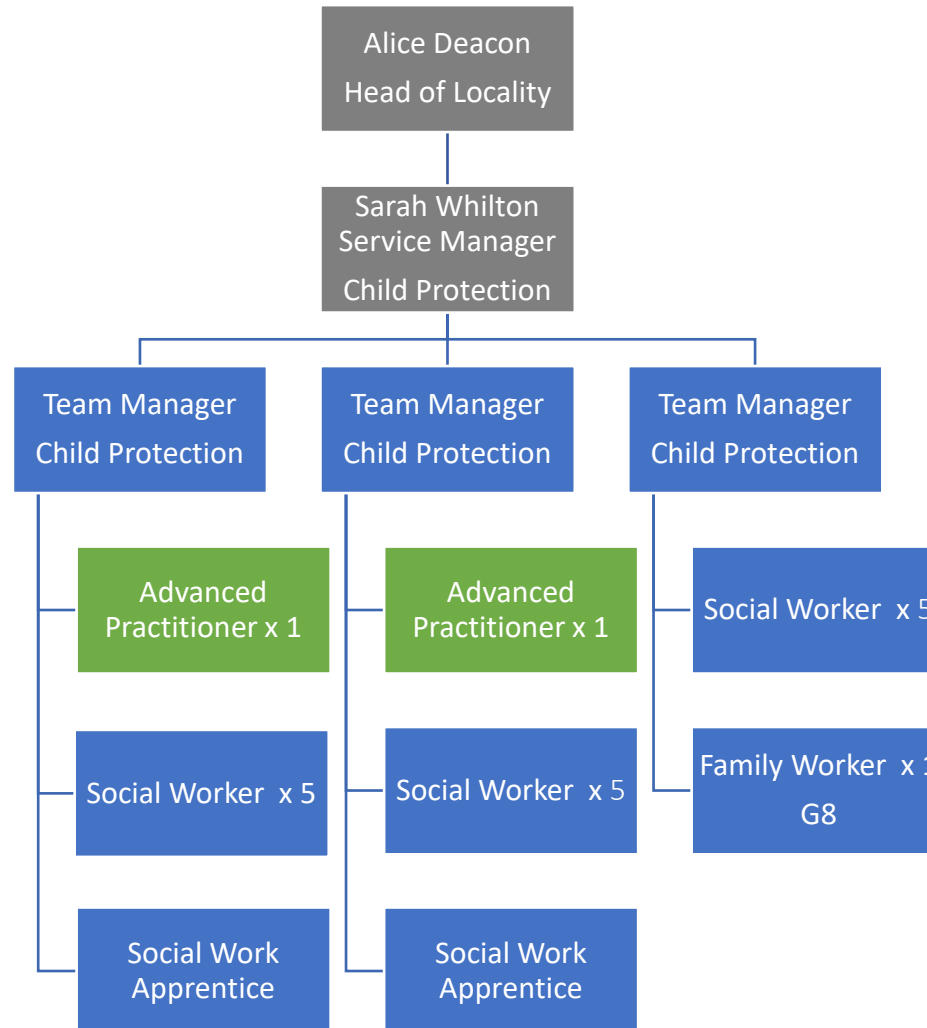
Family Help Front Door



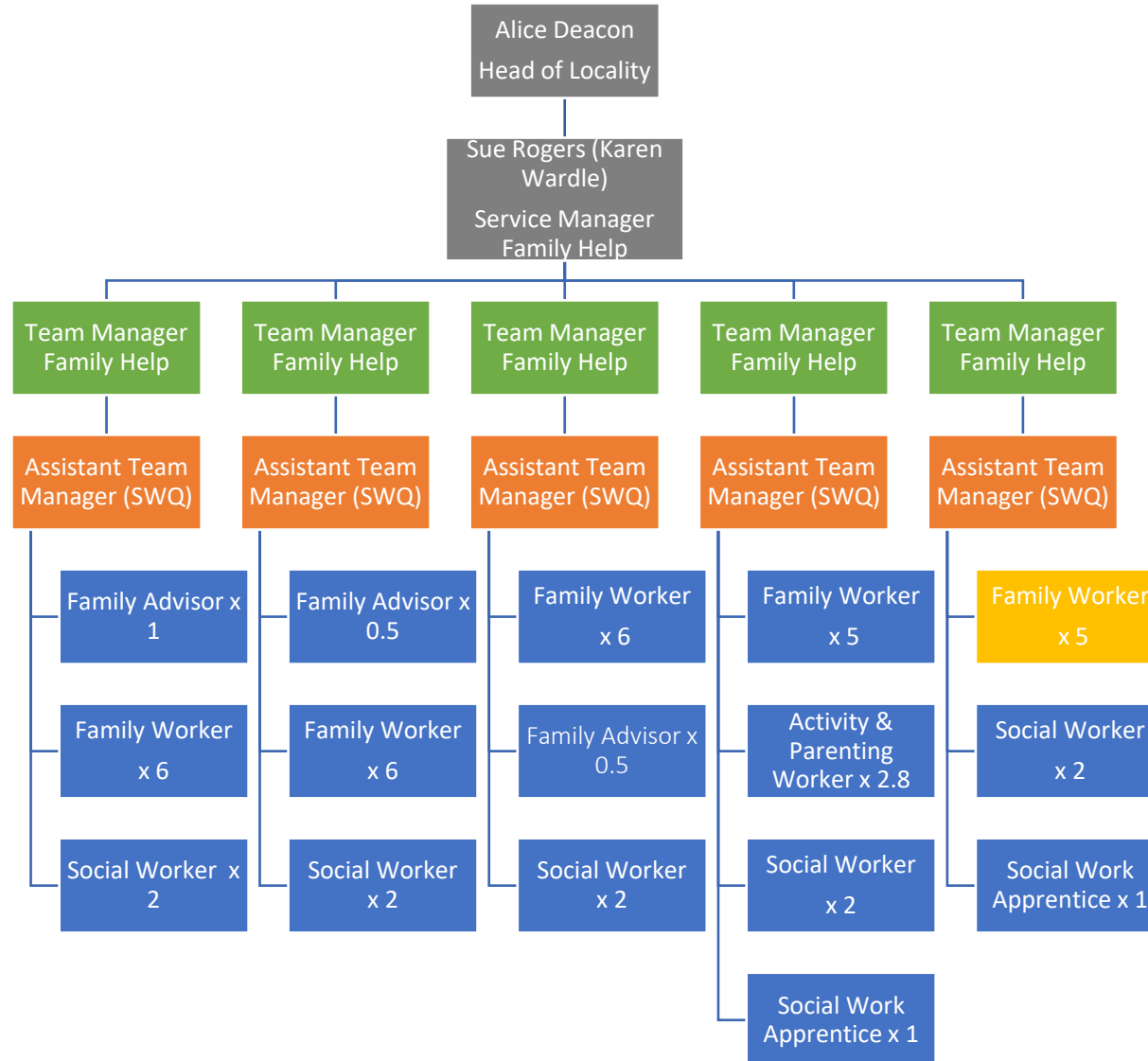
Permanence



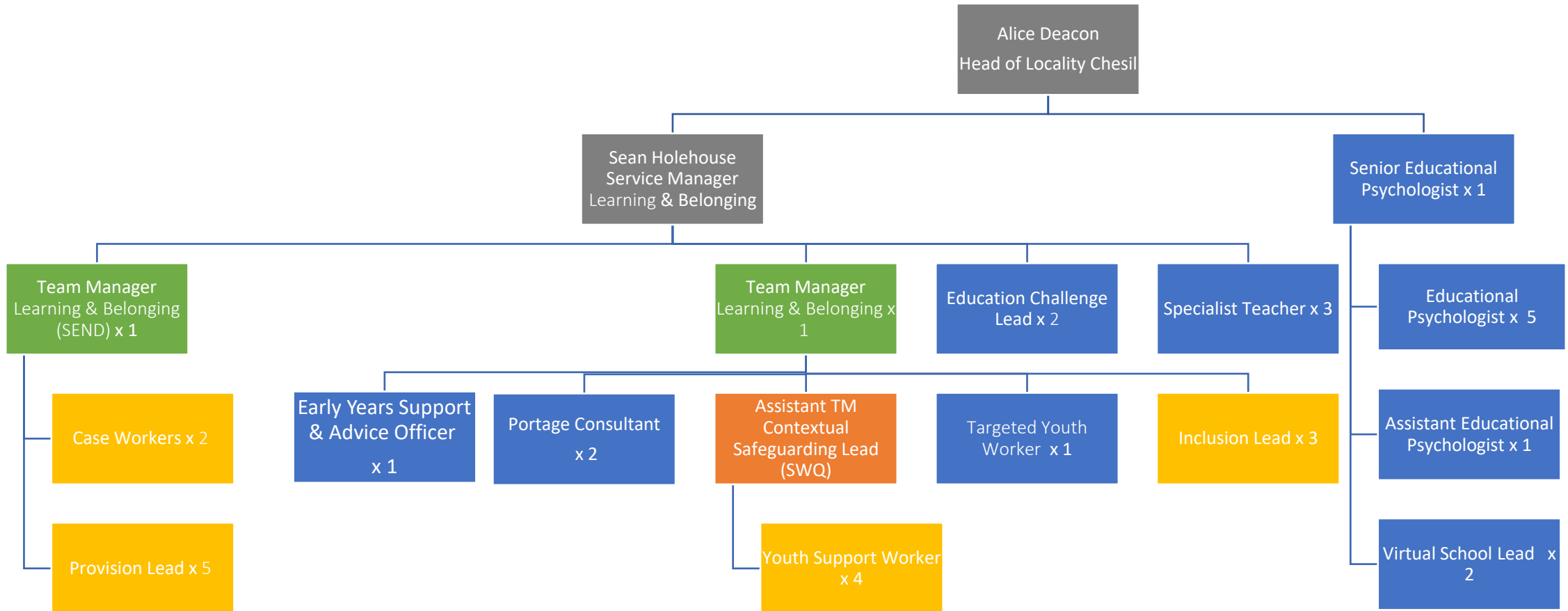
Chesil Child Protection



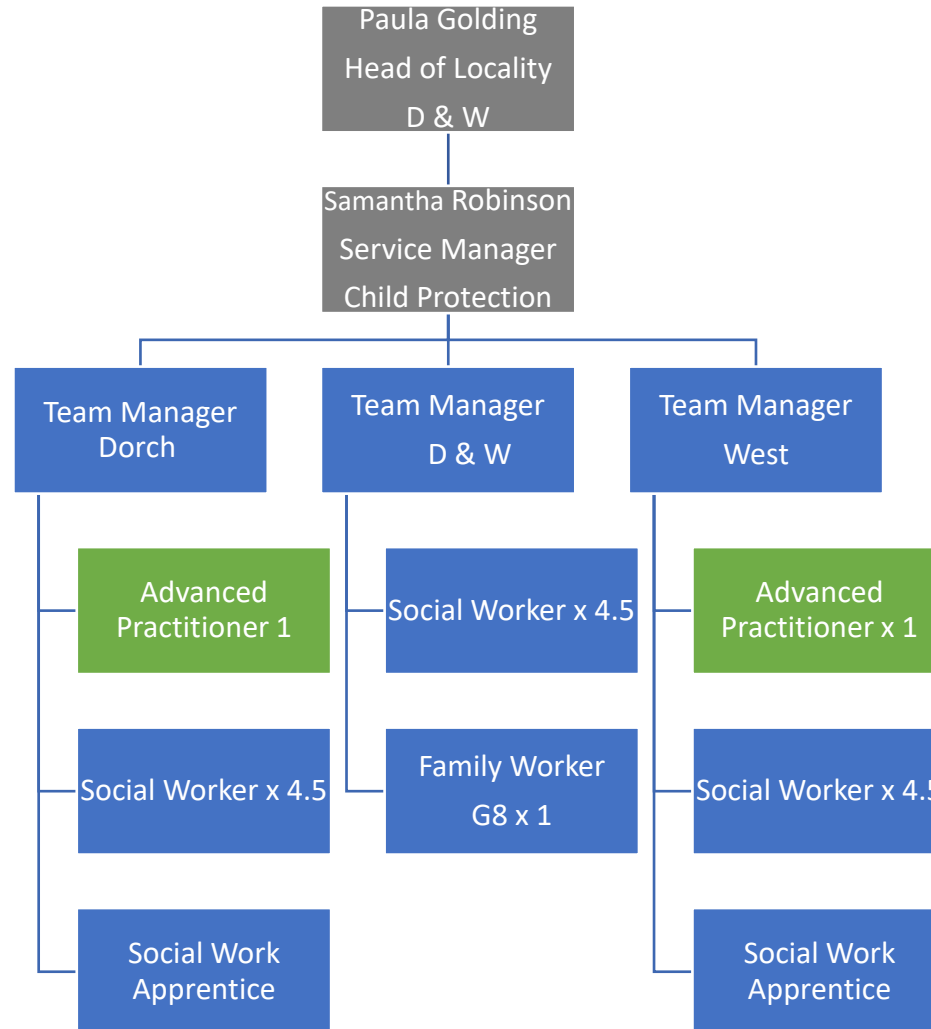
Chesil Family Help



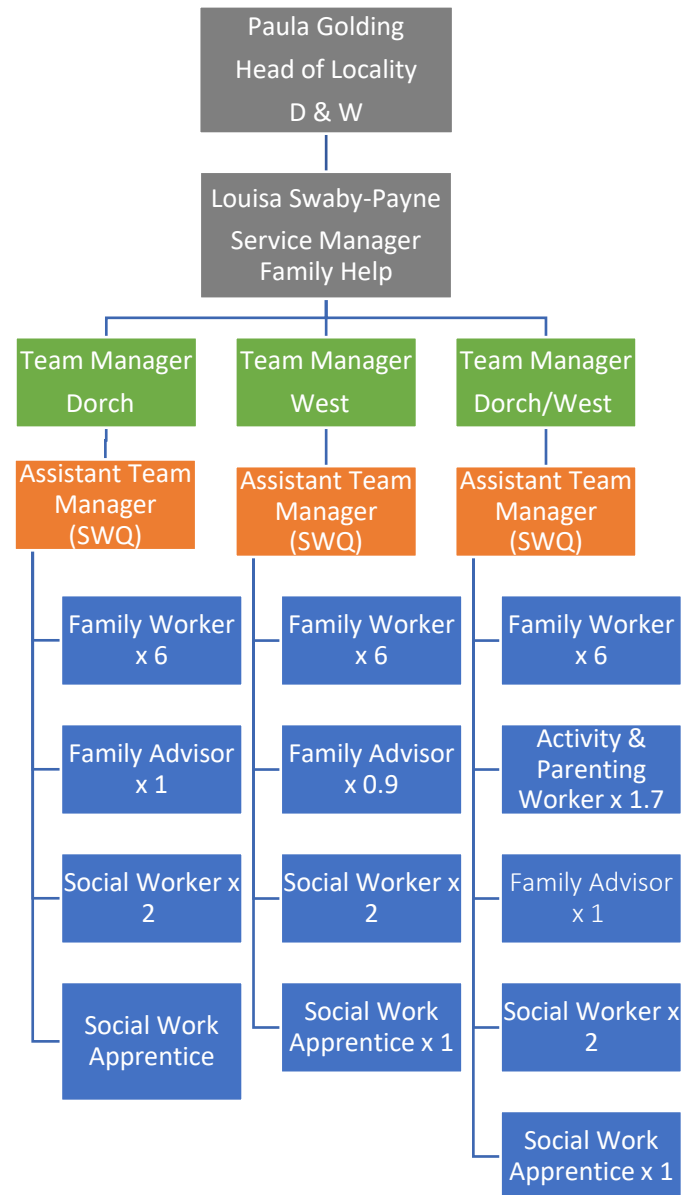
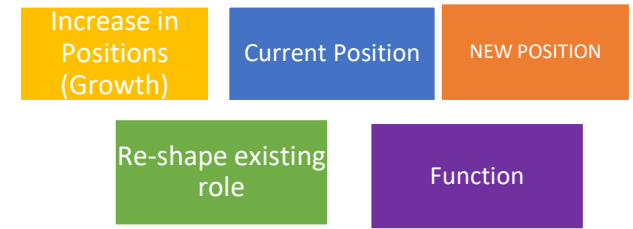
Chesil Learning & Belonging



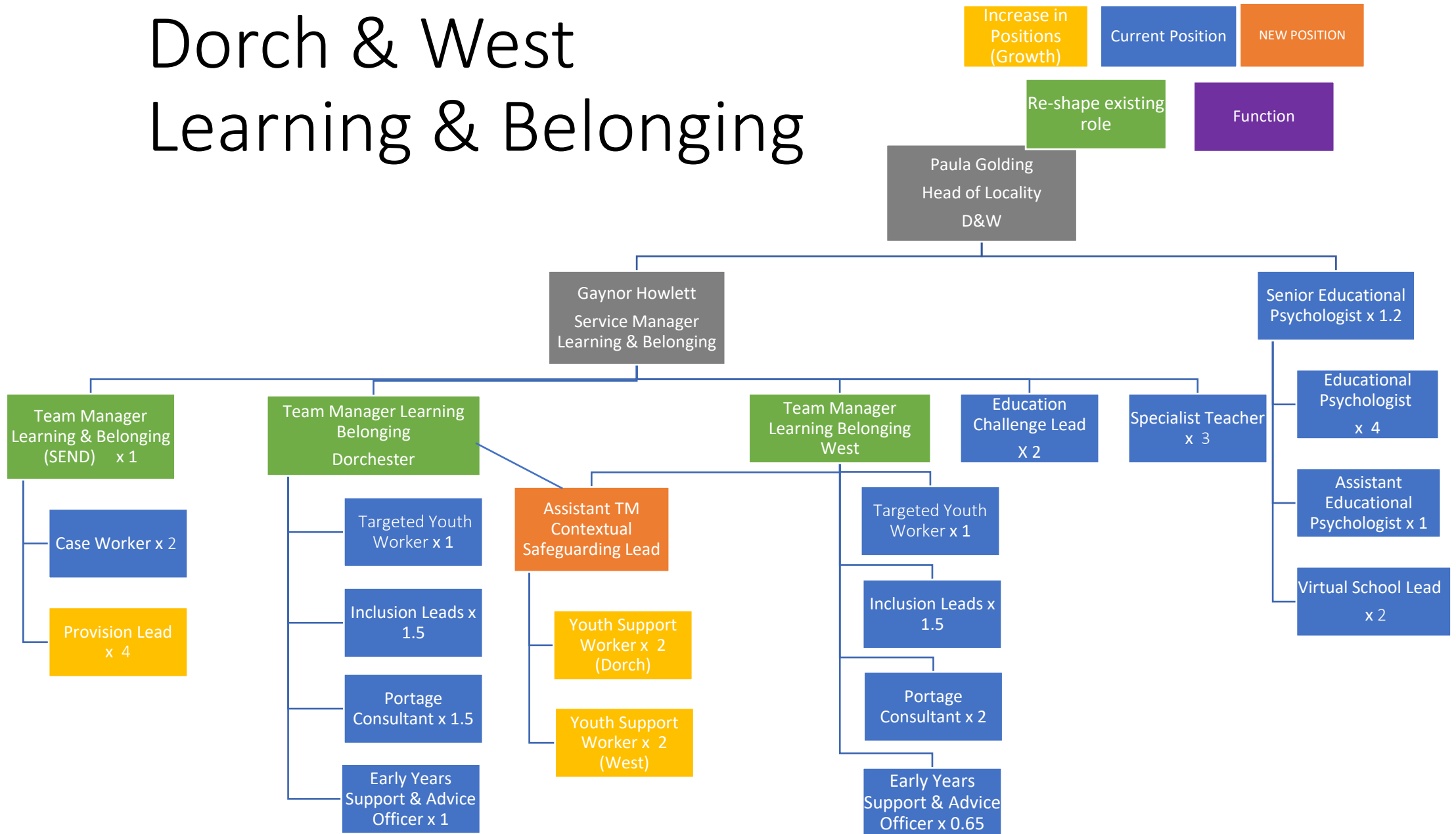
Dorch & West Child Protection



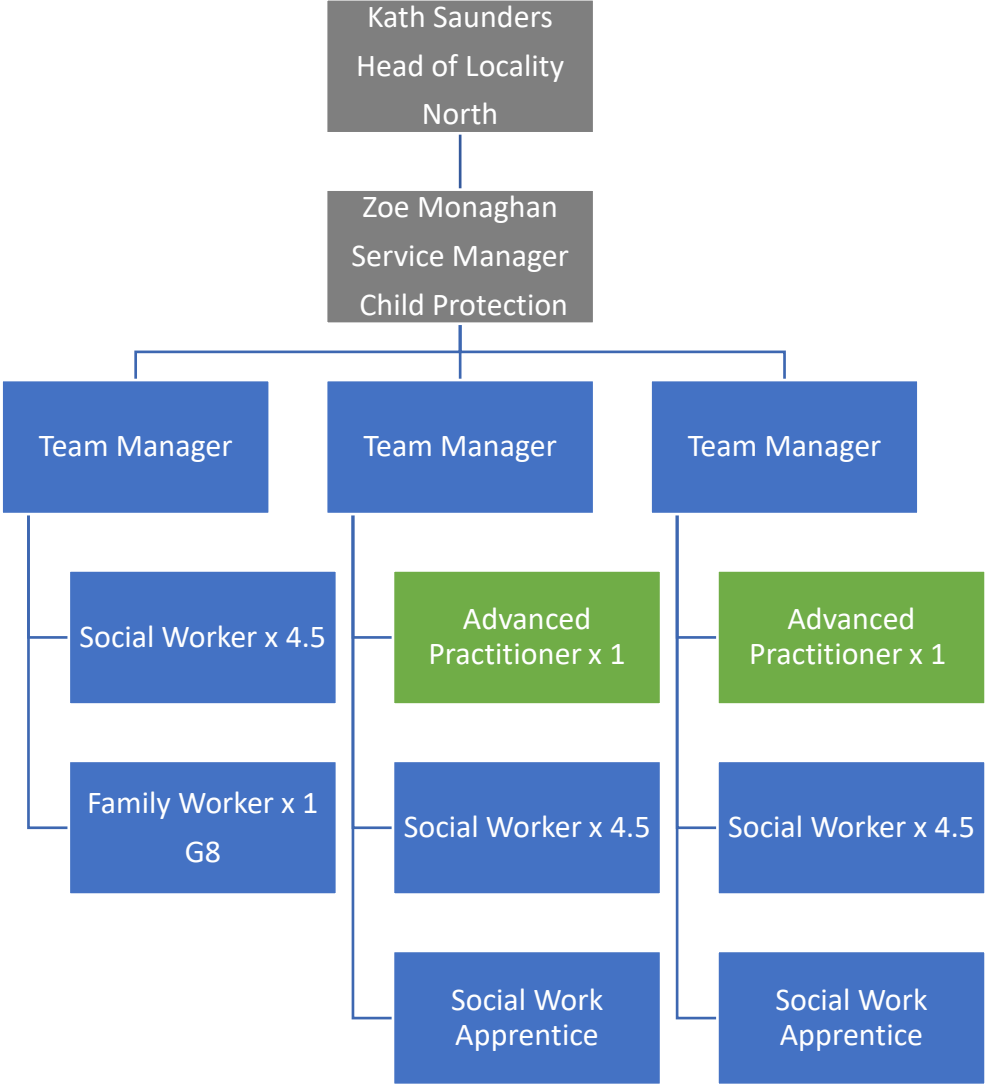
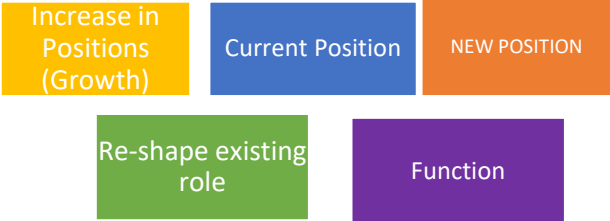
Dorch & West Family Help



Dorch & West Learning & Belonging



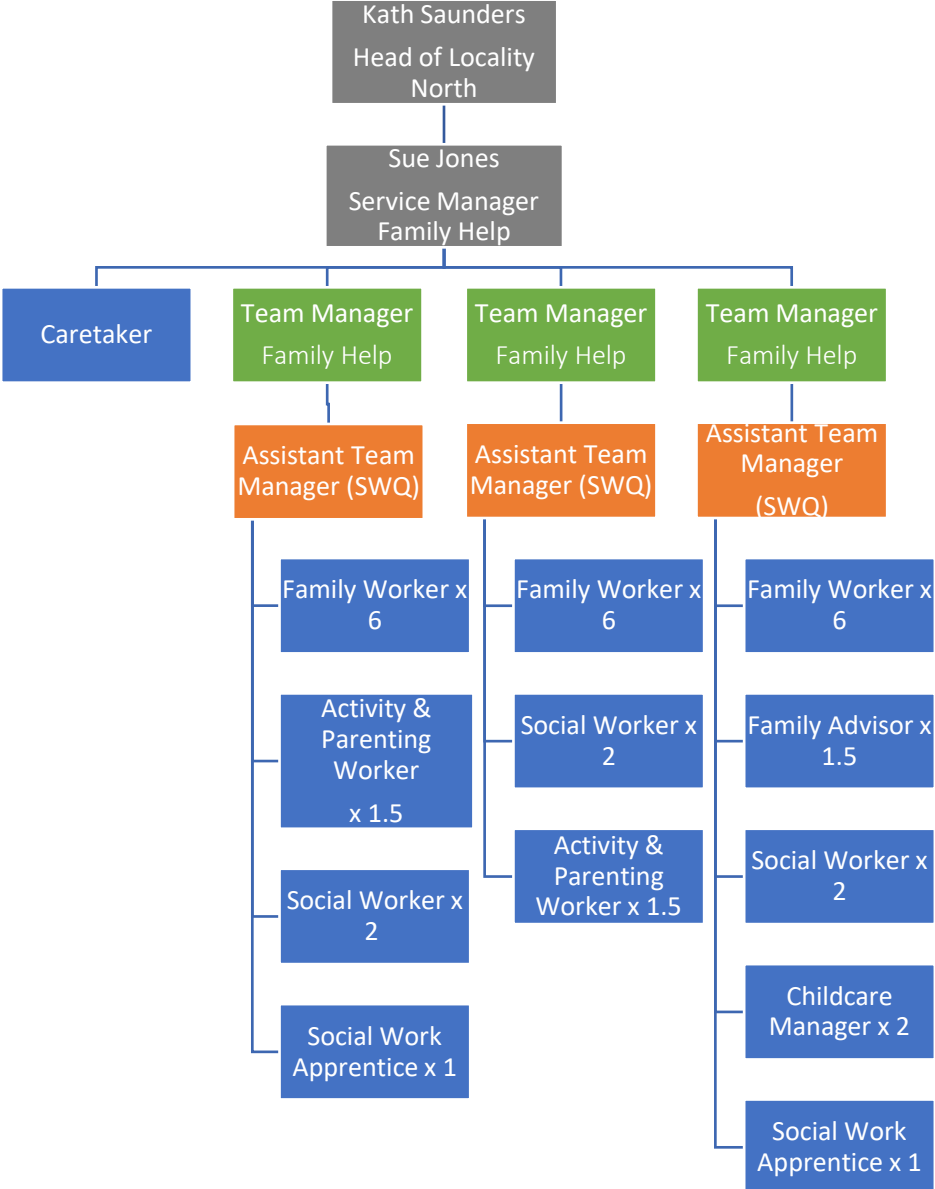
North Child Protection



North Family Help

Increase in Positions (Growth)
Current Position
NEW POSITION

Re-shape existing role
Function



North Learning & Belonging

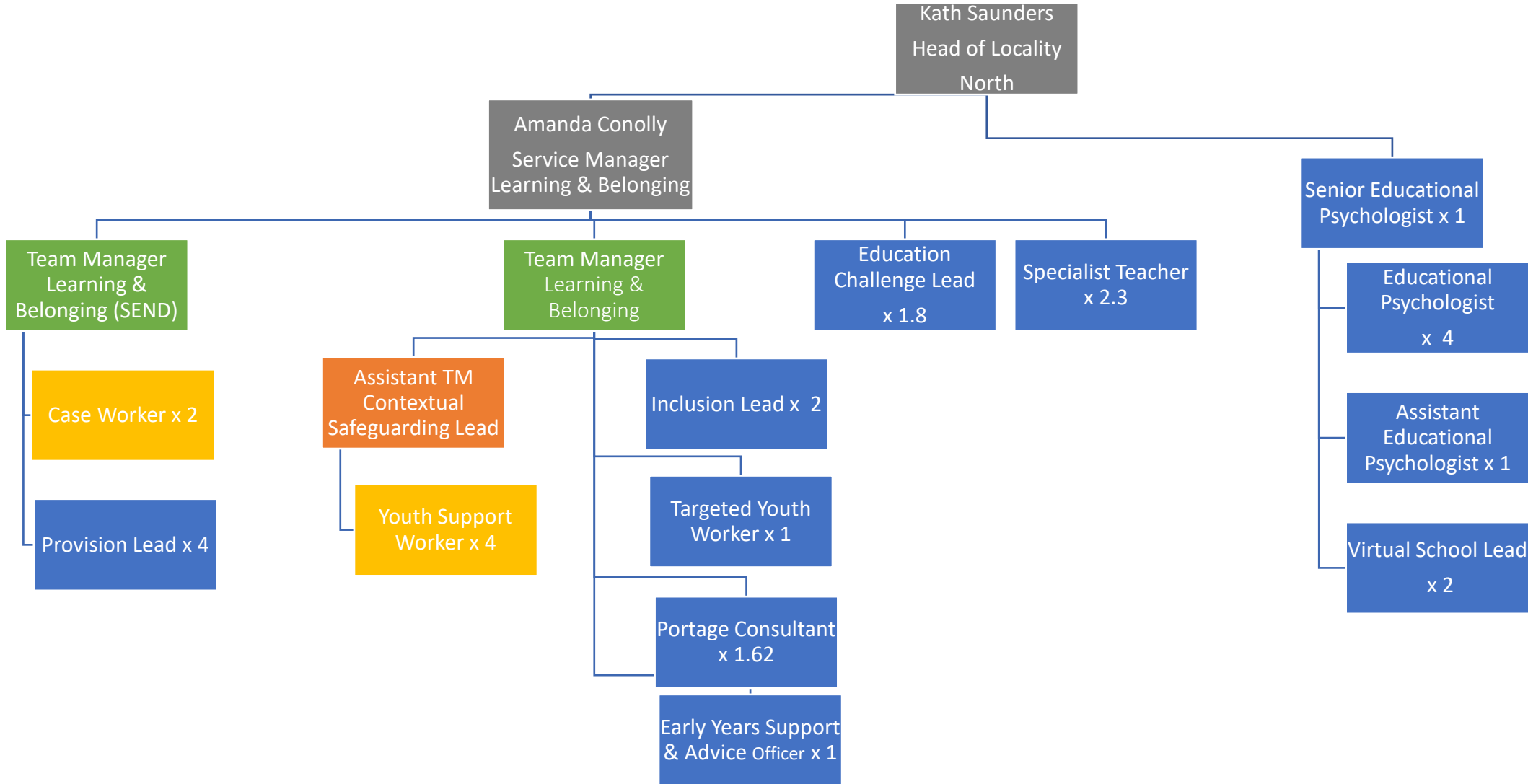
Increase in Positions (Growth)

Current Position

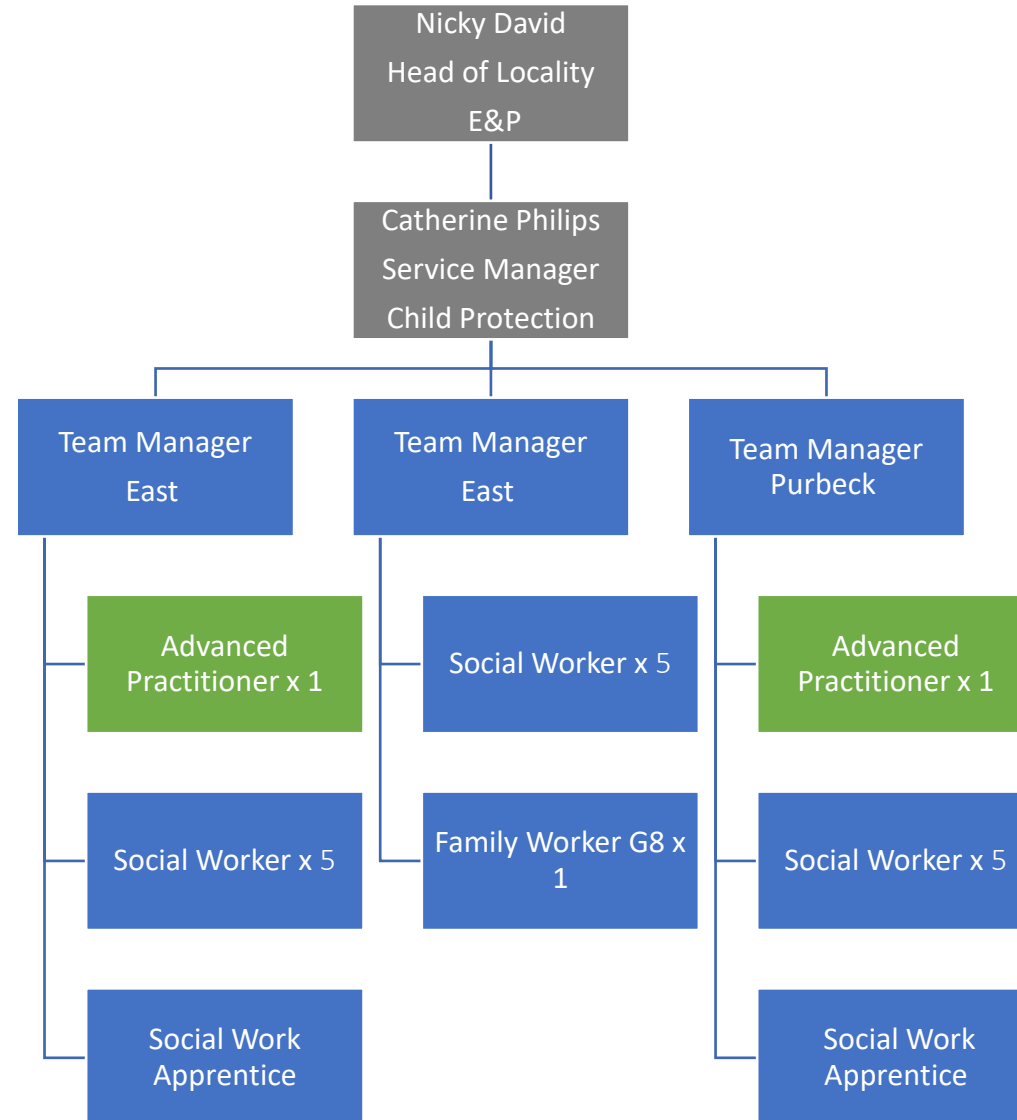
NEW POSITION

Re-shape existing role

Function



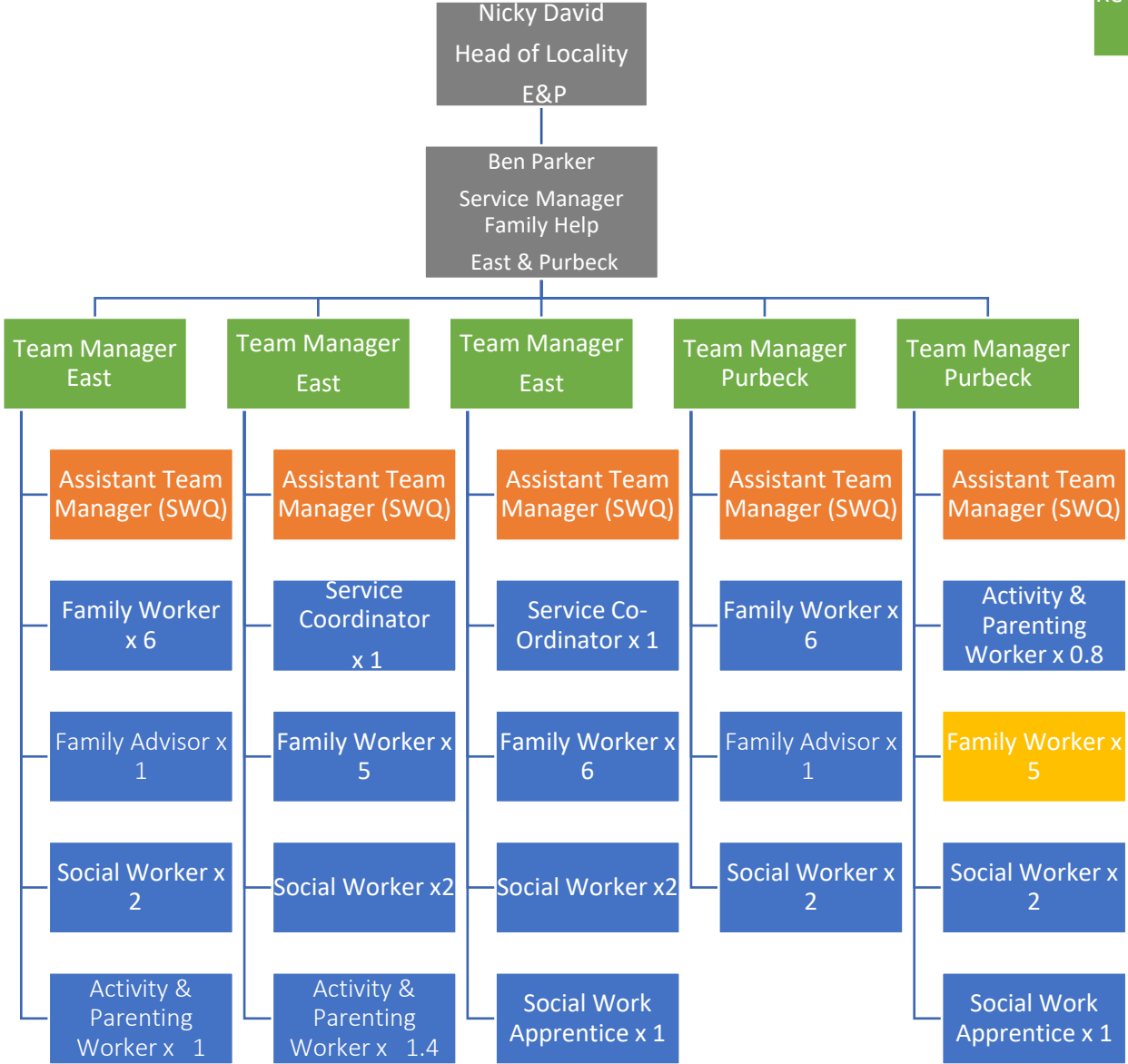
East & Purbeck Child Protection



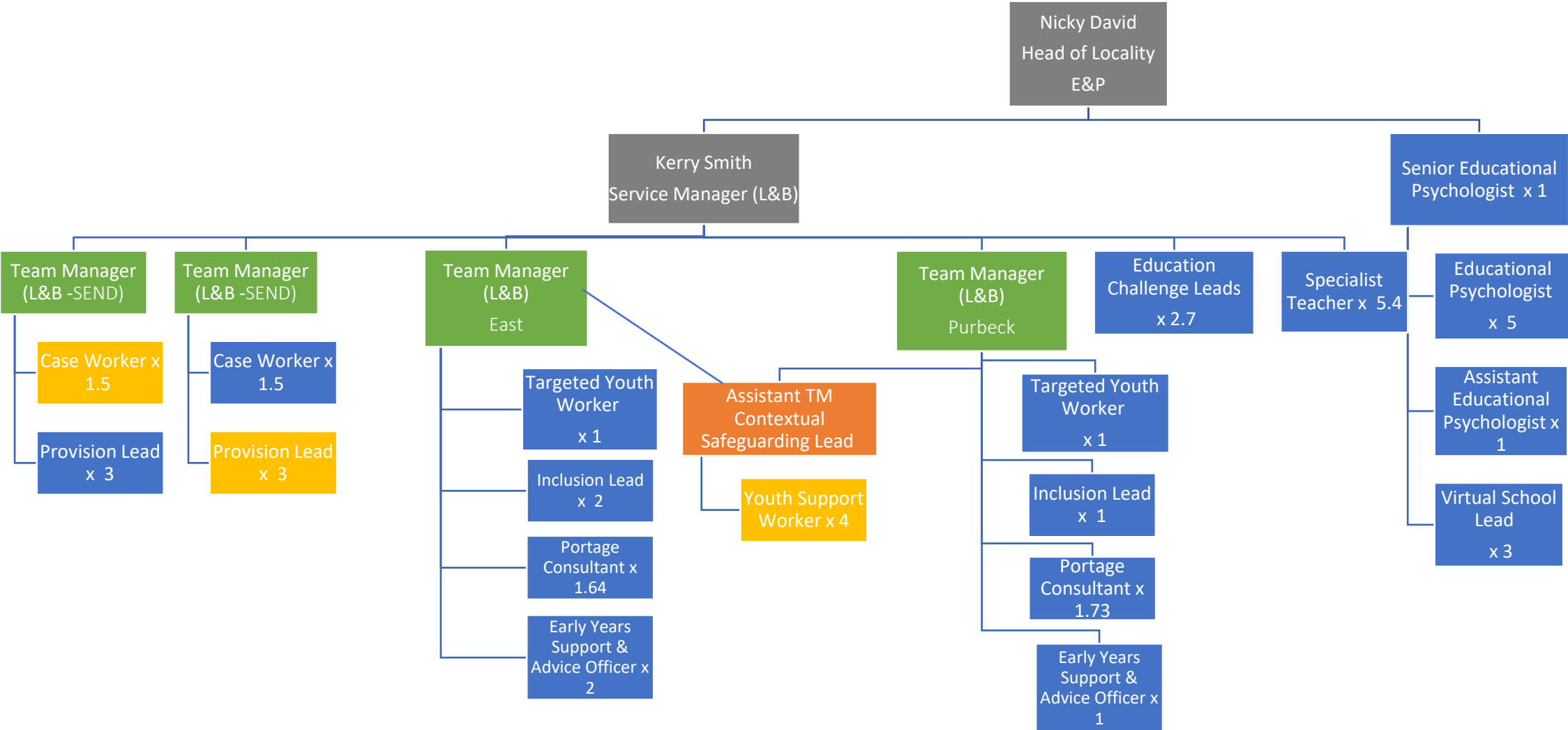
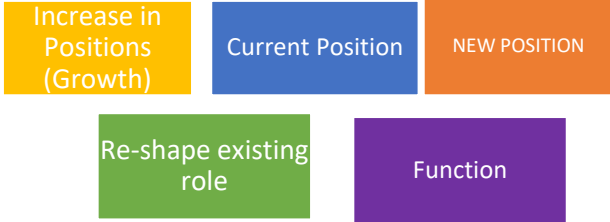
East & Purbeck

Increase in Positions (Growth)
Current Position
NEW POSITION

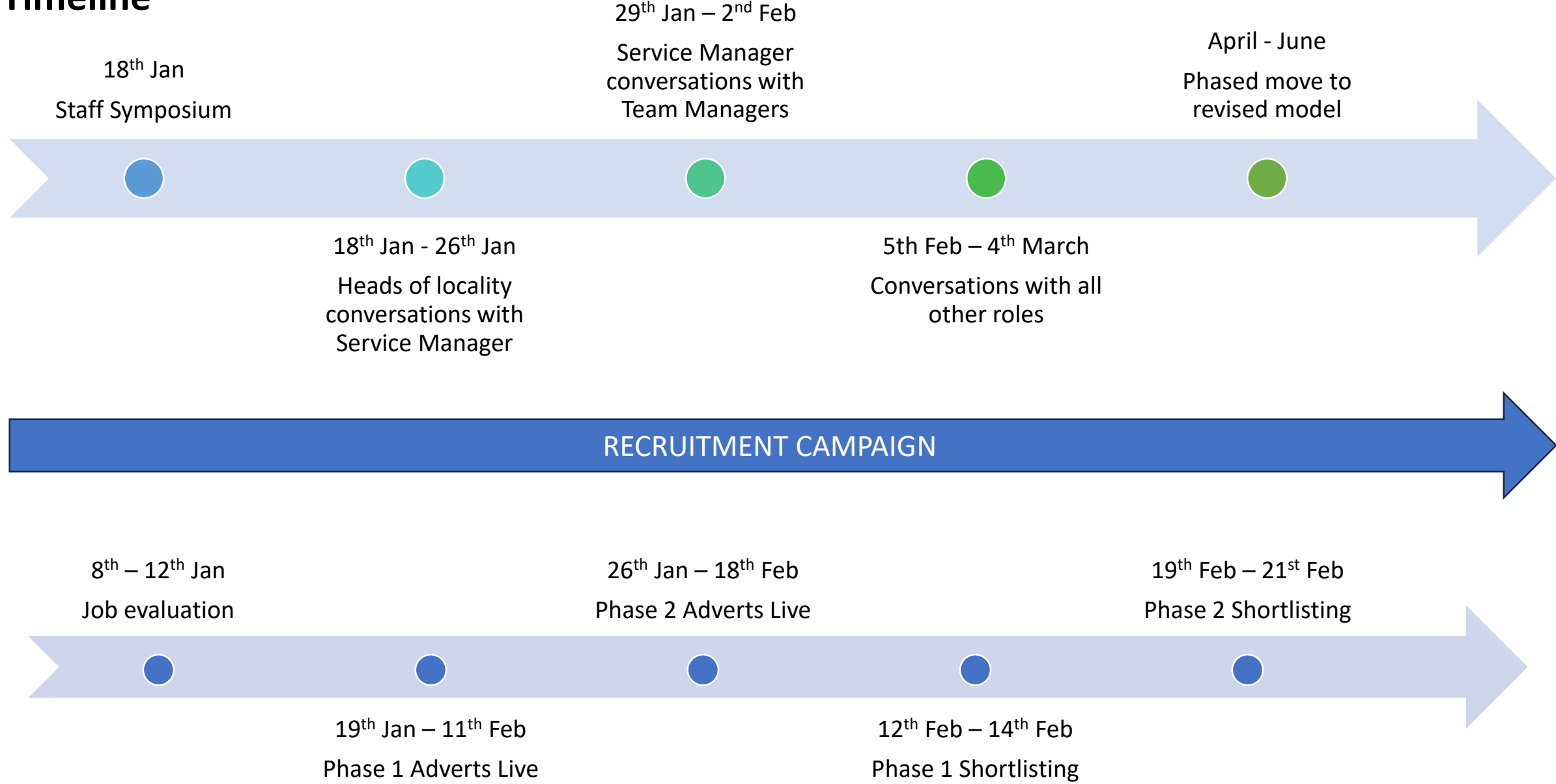
Re-shape existing role
Function



East & Purbeck - Learning & Belonging (L&B)



Timeline



Recruitment timeline

[Dorset Recruitment - Jobs and careers \(dorsetcouncil.gov.uk\)](https://dorsetcouncil.gov.uk)

Assistant Team Manager Contextual Safeguarding (SWQ)
Assistant Team Manager Family Help
Social Worker UASC
Social Workers
Family Group Conference Co-ordinators
Consultant Social Workers

Applications open 19th January to 11th February

Shortlisting w/c 12th February

Interviews w/c 19th February

Targeted Youth Worker
Youth Support Worker
Assistant Education Psychologists
SEND Provision Case Worker
Inclusion Lead
Business Support (variety of grades)

Applications open 26th January to 18th February

Shortlisting w/c 19th February

Interviews w/c 26th February

Also out now:

Student Social Worker • Educational Psychologists • Team Manager Family Help
Service Manager Permanence • Team Manager Permanence • Team Manager Child Protection



Do you have any questions from what you have heard today?

Send your questions through to the families first pathfinder email:

 FamiliesFirstPathfinder@dorsetcouncil.gov.uk

[The questions and responses from the Locality Engagement and previous Children's Services Staff Symposium are available here Questions from Localities .docx \(sharepoint.com\)](#)

Locality roadshows/workshops with our senior leaders and heads of locality are being organised during February/March