

<p>July, 2010 Volume 2, Issue 1</p>	 <p>Editor's Note Audie Muller, Workforce Development Officer, Children England</p>
<p>Inside this Issue</p>	
<p>Editor's Note About... Children England i Staff Changes CWDC i Revised remit for CWDC Early Years i Review of Early Years Foundation Stage Funding 1 2 i Children's psychologists call for funding clarity i Gove reverses 16 to 19 funding changes i Voluntary sector funding Social Work i BASW reveals College convergence plan i Grow Your Own Social Workers: A Toolkit i New magazine for children's social workers i Pay concerns dent job satisfaction of children's NQSWs Spotlight 1 2 i Key Government Changes i National Skills Strategy Volunteering i Sector All Party Group may stretch to include volunteering Useful Information i The UK Civil Society Almanac 2010: Workforce Consultations Events NAVCA NCVYS REF</p>	<p>Welcome back! Firstly we need to apologise for the lack of recent circulation of the workforce bulletin. This was unfortunately beyond our control. We are pleased to be back. This is potentially one of the most exciting times for workforce development in terms of influence and impact on policy, practice and new ways forward. It clearly is a massive time of change and this always throws up a mix of opportunities and challenges. So much has happened in the sector due to the coalition government and this packed edition will highlight the many challenges we will face over the coming months.</p> <p>Key consultations in workforce that are taking place at the moment are: the National Skills Strategy Consultation, and a consultation on the National College of Social Work. These provide an excellent opportunity for you to have your say and get involved.</p> <p>Children England will be putting together full responses to these consultations and we would really value your contributions. If you would like to contribute please contact me at audie@childrenengland.org.uk. Further information on these can be found in the consultations section in this bulletin.</p> <p>There is also the ongoing Comprehensive Spending Review (CSR). The Government have published details of the process and principles that will underpin the Spending Review in the 'The Spending Review Framework'. The final conclusion of the CSR will be published on Wednesday 20 October 2010 and will set out spending plans for the years 2011-12 to 2014-15. The Children England Policy team have submitted a response to the Treasury, however there is still time for individual organisations to have their direct say directly by 20 October, 2010. Go to: Spending Challenge.</p> <p>The Munro Review has been commissioned by the Department for Education to look at front line social work and child protection. Go to: Munro Review Evidence and consider if you would like to make a contribution to this important professional debate.</p> <p>So much has been happening particularly since the inception of the coalition government which has led to departmental changes. The most noticeable change is the re-naming of the Department for Children's Schools and Families, replaced by the Department for Education.</p> <p>All these changes have a potential sector-wide impact on a number of different levels and make for interesting and challenging times ahead.</p> <p>Finally, David Marsh, Director for Programmes and Workforce Development has left the organisation. David will be missed, for his valuable contributions and extensive workforce knowledge. David has really enjoyed working with you all over the past couple of years and has moved to take up position as Head of Workforce Development at the London Borough of Richmond. Although it is a great loss to the organisation, we wish him the greatest of success!</p> <p>Hope you enjoy this month's edition! Audie</p>

About...

Children England's workforce development information alert is produced monthly and is designed to keep you up to date with the latest developments in workforce development issues of interest for the children, young people and families sector.

If you have any news and information you would like to share in the monthly news update or through Children England's other networks or newsletters, please e-mail Audie Muller:
audie@childrenengland.org.uk.

Please send any feedback on the bulletin to Audie Muller.

NAVCA

NAVCA is the national voice of local third sector infrastructure in England. Visit NAVCA at: NAVCA to discover information and guidance about integrated working policy and good practice across the children's workforce.

NCVYS

The National Council for Voluntary Youth Services also produce a Workforce Development bulletin which is called Workforce Development Snippets, and their web site also covers training, qualifications and careers information. Go to www.ncvys.org.uk for further information.

REF

The Race Equality Foundation (REF) promotes race equality in social support (what families and friends do for each other) and social care (what 'workers' do for people who need support).

Children England

Staff Changes

There are a number of changes in the Children England team:

- David Marsh – Director of Programme and Workforce Development leaves end July;
- Emilie Whitaker – Policy Officer leaves in August;
- Monique Dall'Occo our new Business Development Manager will join in early August;
- Anne Hunter will be moving to NSPCC to become the Director of Safe Network;
- Kevin Garrod has been appointed to National Outreach and Partnership Manager in mid-August.

CWDC

Revised remit for CWDC

The Children's Workforce Development Council (CWDC) has agreed savings of £15m for 2010-11 with the Department for Education (DfES) and has confirmed a revised remit with a strong emphasis on cost-effective delivery to support front-line services. The savings mostly affect CWDC's communications spend and pilot programmes.

To ensure CWDC continues to support front-line services and achieve the best for children, young people and families, £15m of savings will be made from the following areas:

- £7.5m from communications;
- £4m in efficiency savings and as a result of refocusing delivery;
- £2m in stopping pilots that will not impact on front-line delivery;
- £1m from the public sector recruitment freeze;
- £0.5m in research, including the Practitioner-led research project.





For further information regarding these changes please visit the CWDC website.

Early Years

Review of Early Years Foundation Stage

Dame Clare Tickell, Chief Executive of Action for Children has been asked by Children's Minister Sarah Teather to carry out a review of the Early Years Foundation Stage (EYFS) so that it is less bureaucratic and more focused on young children's learning and development.

The review will cover four main areas:

-  Scope of regulation – whether there should be one single framework for all Early Years providers;
-  Learning and development – looking at the latest evidence about children's development and what is needed to give them the best start at school;
-  Assessment – whether young children's development should be formally assessed at a certain age, and what this should cover;
-  Welfare – the minimum standards to keep children safe and support their healthy development.

Funding

Children's psychologists call for funding clarity

Source: Children & Young People Now

Educational psychologists are seeking clarification on how specialist education services will be funded under the new academies system.

The Association of Educational Psychologists has voiced concerns that pushing the legislation through without clarifying funding arrangements for educational psychology services could put thousands of young people at risk.

Under the terms of the Academies Bill, primary and secondary schools will have the option to break from local authority control and gain greater independence to manage budgets and commission and deliver their services.

But some warn that funding for educational psychology, including that for children with behavioural difficulties and special educational needs (SEN), could fall between academies and local authorities.

Events

Institute of Education Conference on Race, Class and Equity

21 September 2010
London

For further information contact
Nick Field n.field@ioe.ac.uk

Childcare Expo

28 - 29 September 2010
Coventry

For further information go to:
<http://www.cwdcouncil.org.uk/events/show/390>

NAVCA Annual Conference & AGM

2-4 November 2010
Bournemouth

More information on NAVCA
Annual Conference & AGM

Skills for Care Accolades

25 November 2010
London

<http://www.skillsforcare.org.uk/accolades/accolades2010/accolades2010.aspx>

NEEC 2010

6 December 2010 to 8
December 2010 & 6 January - 8
January
York

For further information:
<http://www.neec2010.co.uk/default.aspx>

Funding

Gove reverses 16 to 19 funding changes

Source: Children & Young People Now

Education Secretary Michael Gove has announced plans to reverse key changes introduced by the last government as part of the 16 to 19 transfer that took place in April this year.

The Labour administration set up the transfer so that local authorities would become responsible for commissioning and paying for the education and training of all children up to the age of 19. The Learning and Skills Council (LSC) was scrapped and three new bodies were set up, including the Young People's Learning Agency (YPLA), which was created to provide councils with the cash to pay for local 16 to 19 provision, such as college or apprenticeship places.

But Gove has decided that the system created by the last government is too bureaucratic. The YPLA, not local authorities, will now be charged with paying for student places at further education colleges, sixth form colleges and other training providers from August.

Gove is also removing the duty on councils to work together in regional and sub-regional groups to organise education provision for young people, in a move that will leave local authorities to co-operate as and when "they see fit".

In a letter to the Local Government Association (LGA), Gove said: "With effect from the start of the coming academic year, I am asking the YPLA to make financial payments to general further education and sixth form colleges and other training providers so removing the need for local authorities to manage contracts and grant agreements."

Gove also said that school sixth forms will still continue to be funded by local authorities.

Voluntary sector funding

Funding to support the voluntary sector's engagement in workforce reform is being made available through local authorities for 2010/11. Each local authority is being invited to establish a £20,000 contract with a voluntary sector partner organisation. This should help to ensure a continuing strategic role for the voluntary sector in local workforce reform.

Each local authority will establish their own arrangements to reflect local circumstances, however their contract will require their voluntary sector partner to:

- be representative of the local voluntary sector children's workforce and have wide links including those with underrepresented groups such as black and minority ethnic and faith groups;
- have the capacity and mechanisms to consult with and inform the local voluntary sector children's workforce of the development and review of local children's workforce strategies and action plans;
- be involved in strategic forum where they will speak on behalf of the local voluntary sector children's workforce on the development and review of local children's workforce strategies and their action plans; and
- put in place sustainable processes and mechanisms to ensure that the voluntary sector has a strategic role beyond 2010/2011 in local partnerships.

If you would like more information about this funding please contact your local authority's strategic workforce lead.

Social Work

BASW reveals College convergence plan

BASW (British Association of Social Workers) is considering a plan to move towards convergence with the College of Social Work. BASW's UK Council agreed last week to present convergence proposals to the board of the Interim College.

Any concrete proposals for converging the two organisations would need the support of BASW's Annual General Meeting in May 2011, ahead of the anticipated full launch of the College of Social Work in March 2012. The plan is set to be discussed by the Interim College Board at its next meeting in September.

Grow Your Own Social Workers: A Toolkit

This toolkit is aimed at people working in the field of social work, social work education and human resources and training. It provides practical advice and guidance as well as examples of good practice. Go to: [Toolkit](#)

New magazine for children's social workers

Source: [Children & Young People Now](#)

CYP has launched a new monthly title for social workers who work with children and families.

Social Work Now will provide insight into best practice from across the country, with ideas and advice to help practitioners in their everyday working lives.

Pay concerns dent job satisfaction of children's NQSWs

Source: [Children & Young People Now](#)

High levels of job satisfaction and concerns about pay have been reported by newly qualified social workers (NQSW) enrolled in the Children's Workforce Development Council's support programme.

A similar proportion said they were satisfied with employment conditions, such as the number of hours worked and the quality of supervision, but 40% of NQSWs were unhappy about their salary. One-third of the 1,100 children's social workers participating in the pilot also said they were likely to look for another job the following year. Stress is a key reason for NQSWs wanting to leave the profession.

CWDC launched this programme in 2008 to help employers to provide NQSWs with extra supervision and reduced caseloads. During year one, the programme supported 1,000 NQSWs working for 89 employers. The programme was launched in England in September 2009 when an additional 2,000 NQSWs joined, along with 140 councils and third sector organisations.

Events

Consultation events

The College of Social Work: Consultation

-  1 September, Durham
-  2 September, Leeds
-  6 September, Manchester
-  7 September, Doncaster
-  15 September, Birmingham
-  20 September, Wolverhampton
-  21 September, Leicester

For further information go to: <http://www.collegeofsocialwork.org/consultation.asp>




Skills strategy consultation

-  1 September, East Midlands – Leicester
-  2 September, Eastern Region – Cambridge
-  7 September, South West – Taunton / Exeter
-  10 September, North West - Manchester

For further information go to: http://www.skills-thirdsector.org.uk/research_policy/skills_strategy_consultation/








Spotlight

Key Government Changes

-  Junior Children's Minister Tim Loughton has assumed responsibility for youth services, safeguarding, social work and children's workforce issues;
-  Minister Sarah Teather takes on early years, families and child poverty; and
-  Schools minister Nick Gibb has responsibility for Neets, apprenticeships, careers and information, advice and guidance.

The new government wants to slash £670m from the Department for Education's (DfE) budget this year, without affecting frontline services.

Which agencies are to lose funding?

-  **Quango** Becta (The British Educational Communications and Technology Agency)
Purpose Promotes the effective and innovative use of technology throughout learning
Budget 2010/11 £196.766m
Cuts Abolished
-  **Quango** Training and Development Agency for Schools
Purpose Responsible for the training and development of the school workforce
Budget 2010/11 £743m
Cuts £30m
-  **Quango** Young People's Learning Agency
Purpose Funds local authorities to commission suitable education and training for 16- to 19-year-olds
Budget 2010/11 £10bn
Cuts £20m
-  **Quango** National College for Leadership of Schools and Children's Services
Purpose Oversees professional development of leaders of school, early years settings and children's services
Budget 2010/11 £139.956m
Cuts £16m
-  **Quango** Children's Workforce Development Council
Purpose Handles training, qualifications and reform for the children and young people's workforce
Budget 2010/11 £149m
Cuts £15m
-  **Quango** School Food Trust
Purpose Charged with improving quality of food in schools
Budget 2010/11 £8.65m
Cuts £1m (communications budget cut)
-  **Quango** Qualifications and Curriculum Development Agency
Purpose Regulatory body for public examinations and publicly funded qualifications including the Early Years Foundation Stage and the National Curriculum
Budget 2010/11 £127.8m
Cuts Abolished

For all the latest news from Department for Education Go to: <http://www.education.gov.uk/>

Spotlight

National Skills Strategy

A National Skills Strategy consultation is now open and will run from now through to September.

The proposed framework by Skills Third Sector (STS) sets out a vision for the voluntary sector to have:

- Training based on good evidence of skills needs;
- Good quality programmes linked to standards where possible;
- User-led methods of learning that are flexible and affordable;
- Funding for skills development included in the core costs of service contracts; and
- Access to creative partnerships between organisations to help resources go further.

Skills Third-Sector (Skills Third-Sector are UK-wide although their funding is just for the England only) Have identified four priority areas that require investment and skills development:

- Governance and leadership
- Skills for business
- Managing volunteers
- Measuring effectiveness and impact

Skills Third-Sector wants to establish from the consultation:

- Our experience of addressing the priorities that have been identified by STS;
- Our views on the pros and cons of the vision and delivery principles of the vision and delivery principles that have been set out by STS;
- Where are the examples of good practice in learning, both accredited and informal; and
- What needs to change for the sector to have cost-effective, user-led skills development.

As a group at the consultation event that I attended we discussed learning and skills development opportunities which work well. This included the argument that there should be a balance of experience and qualifications.

We also discussed what STS could do to support skills development in the sector. I raised concerns about succession planning and that the sector needs to focus initially on the basics and not the aspirational, because of the lack of resources both financially and physically for training and development. Children England will be putting together a full consultation response. If you would like to contribute please don't hesitate to contact me at audie@childrenengland.org.uk. I will be putting together a short brief and questions shortly.

Further information about the consultation can be found by visit the Third Sector-Skills website here: http://www.skills-thirdsector.org.uk/research_policy/skills_strategy_consultation/

Useful Information

The UK Civil Society Almanac 2010: Workforce

Key Facts

How many people work in the Voluntary Sector?

The Labour Force Survey (LFS) estimates that 668,000 people were employed in the voluntary sector in 2008.

Is the number of people working in the voluntary sector changing?

The sector has risen by an extra 124,000 employees.

Are voluntary sector staff union members?

In the sector in 2008 just over one-fifth (22%) of employees were trade union members.

Who works in the voluntary sector?

More than two-thirds of the voluntary sector workforce are women (68%). This compares to 65% in the public sector. The private sector has 39%.

The proportion of disabled people working in the voluntary sector has increased from 14th in 1999 to 19% in 2008.

The ethnicity of over nine in ten of the voluntary sector workforce is white (93%).



For further information and to preview the UK Civil Society Almanac 2010 visit:

<http://www.ncvo-vol.org.uk/almanac2010>

Help

Some of the titles may contain links – If a little 'hand' appears while you are hovering your mouse over an article, upcoming event, or consultation you can click on the link.

If you are having trouble accessing any of the links in this bulletin you can try the following:

-  Hold down the Ctrl key and then left click on your mouse;
-  Double-click on the mouse.

Volunteering

Sector All Party Group may stretch to include volunteering

The All Party Parliamentary Group on the Community and Voluntary Sector is likely to expand its remit to include volunteering.

The government was considering turning the APPG into the All Party Parliamentary Group on the Community and Voluntary Sector and Volunteering.

Consultations

Independent Review of the Office of the Children's Commissioner - Call for Evidence

The Secretary of State for Education, Michael Gove, has invited John Dunford to conduct an independent review of the office, role and functions of the Children's Commissioner for England. The review is looking particularly at the powers, remit and functions of the Children's Commissioner, how this role relates to other functions supported by Government and value for money.

Closing Date: Monday 4 October 2010

National Skills Strategy for the Voluntary Sector

Skills - Third Sector is developing a National Skills Strategy to support a skilled workforce for the voluntary sector and consultation events have been set up, but now the online consultation is available until the 1 October. Further information about the consultation can be found here:

http://www.skillsthirdsector.org.uk/research_policy/skills_strategy_consultation

Sector Skills Assessment – Youth Work and Work Based Learning

LifeLong Learning UK is inviting employers to take part in the 2010 Sector Skills Assessment consultation, which will identify the current skills gaps/shortages and skills priorities. The findings will be used to influence the policies and programmes of the government. If you are within the youth work or work based learning field do take part. The 20 minute on-line survey is open till the 31 August. Further information about the consultation can be found here: <http://www.lluk.org/ssa.htm>

The College of Social Work: Consultation

In order to facilitate and encourage participation in the future purpose and function of The College, and to allow The College to establish its role as a centre for excellence, a major consultation process has now begun. The consultation will run until October 2010. Further information about the consultation can be found here: <http://www.collegeofsocialwork.org/consultation.asp>

Youth Work new vocational qualifications consultation

The National Youth Agency has issued an update on progress and a second round of consultation on the work it is leading relating to the development of a new youth work sector draft qualification strategy and vocational qualifications. The deadline is the 26 July. Further information about the consultation can be found here: <http://www.nya.org.uk/workforce-and-training/consultation-on-strategy>

Children England
Unit 25, 1st Floor, Angel Gate, City Road, London, EC1V 2PT
www.childrenengland.org.uk
audie@childrenengland.org.uk

Registered Charity Number: 1044239
Registered Company Number: 3011053

FOLLOW US ON 

Don't forget you can follow Children England on Twitter!