

North Somerset Council

Report to the Children & Young People Policy & Scrutiny Panel

Date of Meeting: 22 February 2024

Subject of Report: Children's and Young People's Social Worker Recruitment and Retention

Town or Parish:

Officer/Member Presenting: Councillor Joe Tristram

Key Decision: N/A

Reason:

Recommendations

That the Children and Young People's Policy and Scrutiny Panel (CYPS) endorse the report and recommendations found in the report in Appendix 1.

1. Summary of Report

CYPS tasked a working group with examining the reasons for the high proportion of agency workers in the Children's Social Work team. The report of this working group is laid out in Appendix 1.

2. Policy

The following links are made with the Corporate Plan: a council which empowers and cares about people; an open and enabling organisation.

3. Details

The CYPS Social Worker Recruitment and Retention working group met on 25 October 2023, 27 November 2023 and 11 January 2024. The first meeting was an overall discussion of the service, the second involved obtaining feedback and testimony from officers involved in children's social work and the final meeting looked at the current recruitment methodology and whether there were any improvements or efficiencies that could be made.

4. Consultation

See details within Appendix 1.

5. Financial Implications

See details within Appendix 1.

Costs

N/A

Funding

N/A

6. Legal Powers and Implications

See details within Appendix 1.

7. Climate Change and Environmental Implications

See details within Appendix 1.

8. Risk Management

See details within Appendix 1.

9. Equality Implications

See details within Appendix 1.

10. Corporate Implications

See details within Appendix 1.

11. Options Considered

See details within Appendix 1.

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Appendices:

Appendix 1: Children and Young People's Social Worker Recruitment and Retention