

**Extract of Executive Board Minutes relevant to the Children, Young People and Families Policy and Performance Board**

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**EXECUTIVE BOARD MEETING 17 NOVEMBER 2022****EXB49****CHILDREN SOCIAL WORK WORKFORCE RECRUITMENT AND RETENTION PACKAGE – KEY DECISION**

The Board considered a report of the Strategic Director – People, which set out a series of proposals to support the permanent recruitment and retention of staff in qualified social worker posts in Children’s Social Care.

The report set out the national and local context for the Children’s Social Care workforce, options for consideration and developing the right organisational offer to create the right environment in which staff can thrive in Halton.

Reason for Decision

To improve the recruitment and retention of Qualified Children Social Workers and reduce the reliance and cost of agency staff.

Alternative options considered and rejected

A review of schemes of a similar nature across the region have been considered and the proposal is set within similar parameters found regionally.

Implementation date

1 December 2022.

RESOLVED: The Board endorsed the following recommendations set out in the report:

- 1) proposals to support the conversion of agency social workers to becoming permanent (set out in para 3.8), including payment of a conversion allowance of £4,000 paid over a two year period;
- 2) agreement to fund Social Work England registration for permanent staff employed in a qualified social work role (up to Principal Manager level) for a two year period (set out in para 3.9b);
- 3) a recognition and performance allowance is paid to existing permanent staff employed in a qualified social work role. This would be a £2,000 payment paid over a two year period and would support the retention of existing staff (set out in para 3.9c);

- 4) a form of 'golden hellos' is offered to new recruits employed in permanent social work roles (set out in paras 3.10a, c); and
- 5) an annual allowance of £2,000 is paid to social work staff employed in case management child protection teams, reflecting these are considered hard to fill posts.

<b>EXB50</b>	<b>CHILDREN SERVICES IMPROVEMENT UPDATE</b>
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The Board considered an update report on the progress of Children Services as part of the improvement programme. Following on from the Ofsted ILAC Focused Visit in October 2021, a Notice to Improve was issued and an independently chaired Improvement Board was established. The Improvement Board oversaw the delivery of the Improvement Plan which had four overarching themes: Workforce, Quality of Practice, Partnerships and Future Model of Practice. The report provided an update on the work within each of these themes.

The Board was advised on the next steps which included a refresh of the Improvement Plan and an updated self-assessment alongside audit and staff development activity. In order to accelerate improvement additional investment of resource and capacity as part of the Corporate Transformation programme had been added providing capacity and opportunity to develop a sustainable improvement programme.

RESOLVED: That

- 1) the content of the report be noted; and
- 2) the refreshed Improvement Plan be presented to the next meeting of the Executive Board.

#### **EXECUTIVE BOARD MEETING 8 DECEMBER 2022**

<b>EXB54</b>	<b>SERVICES FOR MISSING FROM HOME AND CARE FOR YOUNG PEOPLE ACROSS CHESHIRE FOR HALTON, CHESHIRE EAST, CHESHIRE WEST AND CHESTER AND WARRINGTON: REQUEST FOR WAIVER OF STANDING ORDERS</b>
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The Board considered a request to waive compliance with Procurement Standing Orders to allow the continuation of a contract with We are With You to deliver on behalf of the Council, the Pan Cheshire Missing from Home and Care Service, for a period of one year from 1 July 2023 to 30 June 2024. The value of the contract extension for one year was £491,633. All local authorities had agreed to continue with a joint commissioning approach with Halton acting as the lead.

RESOLVED: That

- 1) the report be noted; and

- 2) approval be given to the recommendation that the contract with We are With You be extended for a further twelve months without going through the Procurement process, in pursuance of Procurement Standing Order 1.14.4 (non-emergency procedures – exceeding a value threshold of £100,000), seeking to waive part 3.1 and 3.2 of Procurement Standing Orders.

<b>EXB55</b>	<b>THE FUNDING FORMULA FOR MAINSTREAM SCHOOLS AND ACADEMIES FOR 2023-24</b>
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The Board considered a report of the Strategic Director – People, which presented the proposal for the Dedicated Schools Grant (DSG) Schools Block Funding Formula for Halton’s mainstream schools and academies for the Council’s financial year 2023-24.

The report described how the DSG was split and how the National Funding Formula (NFF) was used by the Department for Education (DfE) to calculate the Schools Block element of the DSG allocated to Halton.

The Board was required to make a decision on the funding formula to be adopted for 2023-24. Further to the consultation paper sent to all schools (appendices A and B) and after its consideration at Schools Forum, it was agreed by them that the adoption of the NFF method, principles and rules should continue to be applied to mainstream schools and academies.

**RESOLVED:** That the Board approves the continuation of the National Funding Formula for 2023-24.