

Meeting:	Executive
Meeting Date:	24 October 2024
Publication:	Open
Council Priority:	Child-Friendly Islington
Wards:	All
Report of:	The Children's Services Scrutiny Committee
Report No.	I029290

Subject: Report of the Children's Services Scrutiny Committee - The Children's Workforce: Recruiting, Retaining & Growing Talent in Islington

1.1. Recommendation

To note the report and its recommendations.

2. Report summary

- 2.1. The purpose of the committee's review, as outlined in this report, is to explore the ways in which the council can accelerate how it attracts, grows and sustains an agile and responsive workforce which is increasingly confident, in sufficient numbers, to make a difference to the lives of children, young people and families.

3. Details of the proposal

- 3.1. Eleven recommendations have been made by the committee's review, in support of the aims outlined in paragraph 2.1. and the Executive is asked to receive, note and endorse these.

4. Other options considered and the reasons for recommending this proposal

- 4.1. None. The reasons for the committee's recommendations are set out in the appended report.

5. Key impacts and risks of the proposal

- 5.1. The anticipated impact of this report and its recommendations is that this will kickstart initiatives that will ensure that all staff that form the borough's 'Children's Workforce' have the support and development that they need to continue to provide Islington's high level of service to children and young people and develop and attract new talent that will safeguard this service for future generations.

6. Contribution to the Islington Together 2030 Plan

- 6.1. The report contributes to the Child-Friendly Islington mission of the [Islington Together 2030 Plan](#) by aiming to recognise, support and strengthen the workforce that supports the borough's children and young people.

7. Consultation and community engagement

- 7.1. In undertaking the review, the committee spoke with all aspects of the workforce, including parents, guardians, foster carers, parent empowerment champions, education providers, senior leadership, frontline social workers, youth workers, teachers and support staff; advocacy networks, support networks, voluntary, strategic partners and commissioned staff; and incorporated their views into the foundation of the recommendations that have been made as part of this review.

8. Implications

8.1. Financial Implications

- 8.1.1. The proposals in the report need to be costed before a response is made by the Executive.

8.2. Legal Implications

- 8.2.1. Relevant legal implications will be considered as part of the response to the review.

8.3. Climate Change and Environmental Implications

- 8.3.1. Any environmental implications will be identified as part of the Executive Member response.

8.4. Equalities Impact Assessment

- 8.4.1. The council must, in the exercise of its functions, have due regard to the need to eliminate discrimination, harassment and victimisation, and to advance equality of opportunity, and foster good relations, between those who share a relevant protected characteristic and those who do not share it (section 149 Equality Act 2010). The council has a duty to have due regard to the need to remove or minimise disadvantages, take steps to meet needs, in particular steps to take account of disabled persons' disabilities, and encourage people to participate in public life. The council must have due regard to the need to tackle prejudice and promote understanding.
- 8.4.2. An Equalities Impact Assessment is not required in relation to this report. Any equality impacts will be identified as part of the Executive Member response.

9. Timetable for implementation

- 9.1. The report is scheduled to be received and considered at the meeting of Executive on 24th October 2024.
- 9.1.1. The Executive's response to the report and recommendations will be submitted to a future Executive meeting.

Appendices:

- The Children's Workforce: Recruiting, Retaining & Growing Talent in Islington.

Background papers:

- None.

Report approval:

Authorised by:

Chair of the Children & Young People Scrutiny Committee.

Date: 23rd July 2024

Responsible Officer: Theo McLean, Senior Democratic Services Officer
Email: theo.mclean@islington.gov.uk