

what is...

B3SDA

BURY THIRD SECTOR
DEVELOPMENT AGENCY

The One Children's Workforce Framework?

Factsheet 4

Aug 09

the background

If your organisation works with children or young people, it is essential that you know about the move towards 'integrated working'. But what exactly does that mean, how does it work and what are the implications for those in the third sector?

The Children's Workforce Development Council (CWDC) defines integrated working as "everyone who supports children and young people working together effectively to put the child or young person at the centre of service provision, meet their needs and improve their lives".

It's unlikely that anyone working with children would argue against this as an aim, so what's the big deal about integrated working?

The new emphasis arises from the 'Every Child Matters' (ECM) agenda which highlighted the failures of agencies to work together in a way that would have prevented the death of young Victoria Climbié in February 2000. According to the official report conducted by Lord Laming following Victoria's death, the key problem was that agencies failed to communicate and share information effectively. People were simply not on the same page. The new priority and push towards integrated working aims to prevent this happening again.



moving forward

Making this a reality on the ground is a complex task but the Children's Workforce Development Council is leading the way to establish the concept of everyone working together as '**One Children's Workforce**'. This is the key and most important factor in delivering services to children, where each person has a role but everyone shares responsibility. It's about building a system where each child only has to tell their story once and there is an overall plan for making things better.

To make this happen, the workforce needs to become integrated. The first step to making this happen is to pull everyone together and assess how things are being done now.

The CWDC has worked closely with a wide range of agencies across the workforce to develop a **framework** showing what one children's workforce would look like. This framework focuses on how the five 'Every Child Matters' outcomes can be effectively supported by a workforce which has certain key elements in place.



Children's Workforce
Development Council

It describes what a 'reformed workforce' looks like at a local level, which includes all agencies that work with children and young people, not just statutory providers. By 'reformed' it means a workforce which is fully and effectively integrated.

The **One Children's Workforce Tool** layouts out diagrammatically how this can be assessed. The rainbow diagram (overleaf) indicates eight key elements which are essential to integration.

In each arc of the rainbow, the tool identifies the characteristics of a 'fragmented' and 'reformed' workforce, also illustrating how the workforce will look from the perspective of both children and workers.

It ultimately aims to help **Children's Trusts** and partners to establish the progress they have made in developing 'One Children's Workforce' locally - a workforce that is making contribution to local outcomes and the Children and Young People's Plan. Assessment can be made against the rainbow using questionnaires or focus groups to help agencies evaluate their perceptions of local progress.

Once completed, evidence will have been collated to enable Children's Trusts to establish a plan to continue development of the local workforce. As plan's progress, the tool can be used to support improvement on an ongoing basis.

For more information visit:

<http://onechildrensworkforce.cwdcouncil.org.uk/>