

REGIONAL LEARNING PROJECT  
EVENT ONE  
4<sup>TH</sup> NOVEMBER 2005, HOLIDAY INN

KEY ISSUES WRITE UP

**HOW CAN WE DEVELOP THE CONCEPT AND PRACTICE OF THE LEAD PROFESSIONAL (BUILDING ON EXISTING EXPERIENCE IN THE EAST MIDLANDS)?**

**Quick wins**

- 19<sup>th</sup> December seminar to explore further
- Share different models – what are other people doing?

**What should we be exploiting to help address this issue? What's in our favour? What opportunities do we have?**

- Shared criteria for evaluating the success/strengths of each model.
- Partnership – C/C / extended services skills
- Agreed models
- Parent partnership services – could go wider beyond SEN

**What barriers do we need to overcome or work around if we are going to make progress?**

- Quality of interpersonal skills
- Professional Status status
- Practice based commissioning
- Targets (health) Joint engaging GPs

**The Question Dump**

- Implications of time / impact on caseloads
- Developing the competencies of lead professionals

**What good news stories should we be sharing in relation to this issue?**

- Team around the child
- Early support programmes

## **HOW CAN WE DEVELOP JOINT COMMISSIONING FOR CHILDREN IN THE CONTEXT OF PRACTICE BASED COMMISSIONING?**

### **Quick wins**

- Marketing and PR exercise with GPs – involve in children's trust arrangements
- Ensure communications are there
- Learning set
- Need to commission to ECM core principles. Raise understanding eg, of CYPP and LAA clarify differing interpretations of commissioning.

### **What should we be exploiting to help address this issue? What's in our favour? What opportunities do we have?**

- What partnerships are working well – exploit them
- Exploit unattractive aspects of PBC for children – to persuade GPs to delegate it to someone else. What are the GPs drivers? Engage in children's trusts. Be proactive LAA – look at the joint targets?
- Links
- Share the thinking and development
- Use out experience children's integration to support practice based commissioning

### **What barriers do we need to overcome or work around if we are going to make progress?**

- Danger of losing effective partnerships – changes
- 18 month period of high risk due to change in health – need to find a way of maintaining agenda
- Maintain connections
- Maintain profile
- How will joint commissioning work with GPs and head teachers
- Independence of the respective organisations and schools, GP
- Get CE agreement – core offer for children's services through children's trust arrangements

### **The Question Dump**

- Targets under the 5 outcomes that are multi-agency
- What should be base/core offer and what joint commissioning?
- What do we spend on children's services in total including voluntary sector
- Performance management – how will it be monitored? NHS target driven, unless children in that wont get focus.
- Be clear about outcomes aiming for – involve CYP in that – cross agency targets
- Communicate examples of good practice

### **What good news stories should we be sharing in relation to this issue?**

- SEN regional partnership moving to develop a framework to commissioning on a multi-agency basis

## **HOW CAN WE DEVELOP REGIONAL, INTER-AGENCY TRAINING PROGRAMMES?**

### **Quick wins**

- Establish regional inter-disciplinary forum – David Padley – on specific theme – with themes emerging from region
- CWDC regional partnerships (to be established) in our GO

### **What should we be exploiting to help address this issue? What's in our favour? What opportunities do we have?**

- Central steer – nationally – to ensure inter-agency training
- Separation of local and regional training needs developing a regional steering group and task groups
- Regional and local skills/links between HEIs in regional CPD Partnership (credit transfer system)
- Opportunity to develop common guidance across other agency development and needs possibly using a web based search on [www.cpdsearch.org.uk](http://www.cpdsearch.org.uk) to check out other LA/CPD agency training in future

### **What barriers do we need to overcome or work around if we are going to make progress?**

- Initial training eg, TDA funding based around 'old' categories of original training
- Continuing professional development – inadequate resources
- Short term conference
- Pay and conditions
- Need to influence institutions to change and adapt flexibilities
- Understanding one another's roles

### **The Question Dump**

- Cultural changes will take longer to secure eg, a common language
- Role of unions/professional associations – a regional partnership could gain regional representation

### **What good news stories should we be sharing in relation to this issue?**

- Lincolnshire CAMHS funding/employment of voluntary sector in relation to service delivery (10% top slice of PCT budget)
- Rutland corporate induction programme for Children's services

## **HOW CAN WE ESTABLISH LEADERSHIP/MANAGEMENT DEVELOPMENT PROGRAMME ACROSS AGENCIES?**

### **Quick wins**

- Cross organisational shadowing – where shared purpose exists

### **What should we be exploiting to help address this issue? What's in our favour? What opportunities do we have?**

- Cross organisational mentorship
- Develop strategy to include GPs as champions of children's services as an example
- Breadth of thinking to engage wide range of people from widest range of children's services

### **What barriers do we need to overcome or work around if we are going to make progress?**

- Silo working – 'lead' organisational ways of working
- Language/roles... where 'key' worker identified by family is not a lead professional – is where it is a voluntary worker
- Support PCTs to use experienced Children's safeguarding to develop further CS strategies – to develop model of multi-agency training
- Endorsement from organisations at high level
- Ensuring that performance targets and resource streams support development of CS

### **The Question Dump**

- Clarity over audience for training – DCS? 2<sup>nd</sup> tier? MM?
- Be discerning/flexible about partnership model – eg, regional, local authority and single authority

### **What good news stories should we be sharing in relation to this issue?**

- Protocol (Notts City) for leading staff in multi-agency setting
- Learning from LA pilots
- Training (Leicester City) re use of language, communication to develop honesty (diagonal slice of staff)
- Children's champions (Leicester x 2) – opportunity to learn from their good work
- (Nottingham) use of facilitator to raise awareness of issues facing social care and NHS on key issues of mutual interest
- Effective multi-organisational strategic planning (Derbyshire)
- Pilot Local Area Agreement (various authorities)

## **HOW CAN WE ESTABLISH A CONSISTENT SET OF CORE VALUES UNDERPINNING THE WORK ACROSS AGENCIES?**

### **Quick wins**

- Shared language and shared definitions – ask all agencies to provide their list of LA
- What are the agencies shared vision?

### **What should we be exploiting to help address this issue? What's in our favour? What opportunities do we have?**

- Exploit what is currently out there, adapt, plagiarise
- Use partnership principles – task focussed, identify common task to focus on it
- Link between good relationships and partnership principles
- GP contact improvement – how engage with them so that they can see the benefits of General Medical Council. – MOST IMPORTANT – more explicit and value of all agencies especially voluntary sector

### **What barriers do we need to overcome or work around if we are going to make progress?**

- GP engagement
- Health indicators for children
- Re-organisational change such as SHA and PCT
- Transition process between all aspects of children's developments, especially from children and adult services
- Making sure children and young people are involved

### **The Question Dump**

- Is developing a shared language actually going to be achieved?
- Are the visions going to be polarised?
- How are we going to achieve common indicators

### **What good news stories should we be sharing in relation to this issue?**

- We all want to improve outcomes for children
- Opportunities of the CYPP from a multi-agency perspective
- Learning from best practice – developing participation of children and young people

## **HOW CAN WE EFFECTIVELY SHARE GOOD PRACTICE ACROSS THE REGION?**

### **Quick wins**

- Hyperlinks via an East Midlands regional Children's website. ECM Regional page/sie of national site – ECM National rather than regional
- Map GOEM etc co-ordinators
- Map East Midlands trust forums
- Bring FECE contribution to regional development

### **What should we be exploiting to help address this issue? What's in our favour? What opportunities do we have?**

- Regional Learning from local initiatives eg, SureStart
- ICT
- Map and understand co-ordinators and forums

### **What barriers do we need to overcome or work around if we are going to make progress?**

- Learning from earlier integrated practice – SureStart – YOS
- Fragmentation
- Money and time

### **The Question Dump**

- Map already regional forums/website (hyperlinks)
- Regional communication strategy – sharing and learning
- Children's workforce is greater than education and social care and health ie, voluntary organisations, volunteers, parents
- Competition 'V' benchmarking ie, raising standards over region

### **What good news stories should we be sharing in relation to this issue?**

- Voluntary sector networks with children's focus
- National Evaluation SureStart (NESS)

## **HOW CAN WE RECRUIT A WORKFORCE THAT REFLECTS THE GENDER/ETHNIC MIX OF THE COMMUNITY PLUS GOOD ROLE MODELS?**

### **Quick wins**

- Foundation degrees / Apprenticeships (try at regional level)
- Health Centres
- Russell commission supporting Youth programmes
- Advertise vacancies in appropriate places ie, comm. centres, places of worship, health centres

### **What should we be exploiting to help address this issue? What's in our favour? What opportunities do we have?**

- Clear about the workforce that is required
- Good ethnic mix in the workforce
- Under representation of ethnicity
- Entrance into the professions – need models and guidance from people/funding
  - location for advertisements
  - opportunities through universities/colleges (foundation degrees/experience in the workforce/external/support from employer)
- Linking schools and volunteering
- Higher education/further education
- Valuing individual roles

### **What barriers do we need to overcome or work around if we are going to make progress?**

- Community, what does it mean?
  - right gender role models
  - encouraging men into education
  - attracting younger people
  - workforce – age
  - training courses required (specialists training, transferable skills, understanding of different roles, difficulty taking on leadership roles)
- Good Role models
- Right stepping stones – moving across jobs (career development)
- Common pay and conditions/contract (public sector, market lead) men/women not paid the same

### **The Question Dump**

- No comments were made

### **What good news stories should we be sharing in relation to this issue?**

- Children on interview panels from different ethnic/disability areas