

Meeting: Children and Young People's Overview and Scrutiny Board **Date:** 30 01 2023

Wards affected: All

Report Title: Review of the Learning Academy

When does the decision need to be implemented? N/A

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1. Purpose of Report

- 1.1 This report has been prepared to provide members of the Children and Young People's Overview and Scrutiny Board with an update on the Review of the Learning Academy

2. Reason for Proposal and its Benefits

- 2.1 The purpose of the Learning Academy Review Paper was to lay out a proposed structure which would contribute to:
- a. Embedding restorative practice within Children's Services and across the wider organisation and partnership.
 - b. Enhancing the effectiveness of service to departments which contribute to the quality of Torbay's Children's Services through increased employee engagement and retention.
 - c. Eliminating duplication of Quality Assurance activity through streamlining in order to deliver a consistently high-quality service to children and families.
 - d. Enhance practice standards and recognise the significant contribution from our Non-Qualified Practitioner's and Business Support Officer's.
- 2.2 The purpose of this paper is to provide an update on the review outcomes.

3. Recommendation(s) / Proposed Decision

- 3.1. That members of the Children and Young People's Overview and Scrutiny Board note the contents of the report.

Appendices

Appendix 1: Learning Academy Review

Background Documents

N/A

Supporting Information

1. Introduction

1.1 Please see appendix 1.

2. Options under consideration

2.1 N/A

3. Financial Opportunities and Implications

3.1 N/A

4. Legal Implications

4.1 N/A

5. Engagement and Consultation

5.1 N/A

6. Purchasing or Hiring of Goods and/or Services

6.1 N/A

7. Tackling Climate Change

7.1 N/A

8. Associated Risks

8.1 N/A

9. Equality Impacts - Identify the potential positive and negative impacts on specific groups

	Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
Older or younger people			

People with caring Responsibilities			
People with a disability			
Women or men			No differential impact
People who are black or from a minority ethnic background (BME) (Please note Gypsies / Roma are within this community)			No differential impact
Religion or belief (including lack of belief)			No differential impact
People who are lesbian, gay or bisexual			No differential impact
People who are transgendered			No differential impact
People who are in a marriage or civil partnership			No differential impact
Women who are pregnant / on maternity leave			No differential impact
Socio-economic impacts (Including impact on child poverty issues and deprivation)			No differential impact
Public Health impacts (How will your proposal impact on the general health of the population of Torbay)			No differential impact

10. Cumulative Council Impact

10.1

11. Cumulative Community Impacts

11.1

Learning Academy Review Update

The purpose of this document is to provide an update on the Learning Academy review. The purpose of the original learning academy paper was to lay out a proposed structure which will contribute to:

1. Embedding restorative practice within Children's Services and across the wider organisation and partnership.
2. Eliminating duplication of Quality Assurance activity through streamlining in order to deliver a consistently high-quality service to children and families.
3. Enhance practice standards and recognise the significant contribution from our Non-Qualified Practitioner's and Business Support Officer's.

Please see below for an update on each of the 3 points detailed above as well as how the Learning Academy has expanded in both reach and remit.

Restorative Practice

1. It was agreed The Learning Academy could develop and advertise a Restorative Practice trainer post for an 18-month fixed term contract funded via the Family Hubs. The purpose of the role is our partners in Restorative Practice. The role is currently out to advert.
2. Due to the financial pressures on the DSG budget, it was not agreed to recruit a Restorative Practice Lead for Education providers. It is hoped, through the recruitment of the Restorative Practice trainer, the established Restorative Practice Lead for children's services will be able to provide increased provision of support to the local area as part of the Written Statement of Action.

Quality Assurance

1. Due to the combining of the Head of Service Front Door and Head of Service Operational Services, it was agreed the budget could be transferred to develop the Head of Quality Assurance Role within Children's Social Care. This role is currently being fulfilled by an interim and is out to advert as permanent.
2. The Head of Quality Assurance Role have:

- a. Improved reporting of Quality Assurance Activity
 - b. Improved the tracking of actions and learning arising from Quality Assurance Activity
 - c. Developed relationships with the other Head of Service and Principal Social Worker to drive practice improvements
 - d. Adjudicated complaints and disciplinary procedures
 - e. Provided capacity to undertake sensitive audits
 - f. Provide critical friend discussions and robust challenge to other Heads of Service
3. It was agreed to recruit another auditor for Children's Social Care increasing the establishment to two and two auditors for SEND on 18-month fixed term contracts funded via the monies for the Written Statement of Action.
 4. The two SEND auditors commenced in post in November 2022. To date the SEND auditors, have:
 - a. Developed the QA Framework for SEND to measure impact on children and their families and monitor outcomes
 - b. Implemented a SEND QA Panel
 - c. Undertaking a baseline audit of 70 new EHCP and 50 amended EHCP.
 - d. Delivered presentations to the local area on the QA Framework
 - e. Developed relationships with the participation officer and SEND Family Voice Torbay
 5. The auditor for Social Care has been in post since the 9th of Jan 23 and is currently undertaking their induction.

Professional Skills Training to the non-qualified Social Care workforce:

Business Support Officer's

1. Now the Children's Services Business Support Structure has been centralised, the next step is to appoint the new Head of Service for Business Support.
2. Once the Head of Service for Business Support is in post, the Learning Academy will work with the HoS to undertake a learning needs analysis and implement a workforce development plan.

Non-qualified Practitioners

1. Due to budget pressures, The Learning Academy was not able to recruit a curriculum lead for non-qualified practitioners. This has meant there has not been the capacity available to deliver a bespoke curriculum to this cohort.
2. The Learning Academy has continued to offer training to the non-qualified cohort via the professional development offer.
3. The Learning Academy has supported non-qualified practitioners to access the Level 4 Apprenticeship working with Children, Young People and their Families via South Devon College and the Social Work Degree Apprenticeship with the Open University.

Since the Learning Academy Review the reach and remit of the Learning Academy has expanded in the following ways:

1. SEND, The Learning Academy is now responsible for the workforce development plan and Quality Assurance for SEND across the local area. This includes implementing the workforce plan to deliver the Written Statement of Action and measuring impact via Quality Assurance.
2. Education, The Learning Academy is now the conduit for all learning both within the internal education department and to external education providers. This includes the training offer via the Virtual School and supporting the organisation and booking for the TESS conference.
3. Recruitment and Retention, the Learning Academy is now responsible for Recruitment and Retention across the whole of Children's Services not just Social Care.
4. Family Hubs, The Learning Academy is the responsible for the workforce development plan for the Family Hubs and measuring impact via Quality Assurance and has been supporting project delivery.
5. A Relational Paper has been submitted to Cabinet which has been submitted jointly by the Learning Academy, Public Health, and HR. If approved at cabinet, Restorative Practice training offer and support will be increased across the Council.
6. Supporting Learning in Practice, The Learning Academy was asked to be Bristol's Children's SLIP partner to Provide challenge and support to their Quality and Improvement Board which is ongoing.

The Learning Academy was created with a vision to support the establishment of a one service approach for all colleagues.

In working towards the one service vision, The Learning Academy has:

1. Brought together managers to undertake Leadership training
2. Centralised quality assurance
3. Embedded an annual Children's Services Celebration Event
4. Continues to support the centralisation of Business Intelligence and Business Support
5. Centralised recruitment and retention.

The next steps for the Learning Academy remain to share learning and provide guidance to other departments who provide a service to Children's Services once the implementation of the Family Hubs and Written Statement of Action has become business as usual.