

Brighton & Hove Children & Young People's Trust

People Development Strategy 2009-2012

CONSULTATION until 3rd July 2009

Introduction

This strategy describes what all those who work or volunteer need to know and do to support children and young people in this city safely and well. It brings together all the different plans and activities that will be delivered by the Children & Young People's Trust that are related to the learning & development of staff and volunteers which will ensure everyone has the knowledge and skills to do their job (or volunteering) effectively. There are some acronyms and references which we have tried to keep to a minimum. These are explained at the end of the strategy.

Why have a strategy?

Every Child Matters and other papers from the government outline how they expect good services to be provided for children, young people and their families. The government has also set out what different people (workers and volunteers) need to do to support children safely and well. In Brighton & Hove nearly all children's services are delivered through or by the Children & Young People's Trust (CYPT). The CYPT is an organisation which employs or manages most of the public sector children's workforce and it is also a partnership which includes many private, voluntary and independent organisations who also provide children's services.

This means that the number and types of people who work or volunteer with children in the city is extensive and their needs and expectations are very complex. This People Development Strategy brings together all the main things that need to be done to support the children's workforce in Brighton & Hove. It shows how they all link together so everyone in the children's workforce all help make ***'Brighton & Hove the best place for children & young people to grow up.'***

What is the Children's Workforce?

The government's *'2020 Vision for the Children's Workforce'* (published by the Department for Children Schools and Families in 2008) is that everyone whose work or volunteering is concerned with children and young people is part of 'one children's workforce'. This includes people in the private, voluntary, independent and public sector (including volunteers) with roles which primarily work with children and young people or those who manage or provide support to those whose primary role is to work with children, young people and their parents or carers. It also includes those who work (or volunteer) for part of their time in roles that work some of their time with children and young people – e.g. sports workers, adult social care workers and housing officers.

In Brighton & Hove Children & Young People's Trust, this includes:

- CYPT directly managed workforce (local authority and NHS staff)
- School workforce
- Community and voluntary sector employed workforce

- Volunteers working with children and young people workers in any organisation
- Staff working in organisations delivering commissioned services
- Private/independent employed and self employed people who work with children & young people
- Foster carers (including kinship carers)
- Health and public sector workers who work for all or some of their time with children & young people
- Further Education sector workforce (both those who train young people and those who train future members of the children's workforce)

What are we trying to achieve through this strategy?

We want every one who works or volunteers with children & young people to have:

- a shared identity and purpose
- common values and plain language
- behaviours focused on positive outcomes for children & young people
- integrated working practices
- high quality and appropriate training
- complementary roles focused around children & young people
- the capacity to deliver and keep children and young people safe
- the ability to be flexible and be representative of the community
- strong partnership working to provide a diverse range of services and support to children and young people to reach their full potential, whatever that may be

Who will do the work described in the strategy?

The CYPT Training Consortium is a partnership group that has representation from all the different organisations and professions that provide training & development for those who work with and in the CYPT. This group drafted this strategy and will make sure that all the actions are delivered and evaluated. The CYPT Workforce Development Partnership Group will monitor the work of the Training Consortium and provide reports about progress and impact to the CYPT Board

Where can I see the full strategy?

You can find the full strategy at:
www.brighton-hove.gov.uk/cypworkforce

Questions

1. Do you think we have included everything we need to in the strategy? If not what else should we consider including?

2. Is the strategy easy to understand and does it make sense for all the

different types of children's workers and volunteers we have in Brighton & Hove? If not what can we do to improve it?

3. How can we make sure that everyone who needs to, knows about the strategy?

4. What other comments and recommendations do you have?

Please tell us what you think. We will listen to what you say and we may change the strategy. If you include your name, contact and role in the children's workforce, we will let you know how your response was considered.

Please send your comments by 3rd July 2009 to:

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