

Child & Family Social Work Leadership Programme Market Engagement Event

July 2021



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Agenda

12:30 – 12:35	Introductions
12:35 – 12:55	Leadership presentation <ul style="list-style-type: none">• Background and current programme• Future Leadership programme and outcomes
12:55 – 13:10	Commercial Approach & Social Value
13:10 – 13:15	Break
13:15 – 14:00	Breakout groups
14:00 – 14:25	Breakout groups feedback
14:25 – 14:40	Q&A
14:40 – 14:45	Next steps and close

How will the session run?

- Presented by DfE Policy and Commercial Teams
- Inform you. Inform us
- Session will be recorded and slide pack shared
- Muted and cameras off
- Questions in the chat, answer session at the end
- There are no wrong questions and we may not have all the answers today

Why are we planning for this procurement?

- Existing contracts & grants expiring in March 2022 provides an opportunity to build on successes
- Procurement of new leadership programme dependent on **approval of funding**
- Evidence shows inconsistent leadership in Children Social Care (CSC)
- Engaged a range of stakeholders from across CSC sector who have identified gaps in existing CPD offer
- We want to test our suggested approach with potential providers and get your feedback on what you need from us

Wider context –

The Care Review is due to complete in Spring 2022 is expected to set future policy direction for Children's social care. We would like to work closely with the successful contractor(s) on how we can best respond to the recommendations.

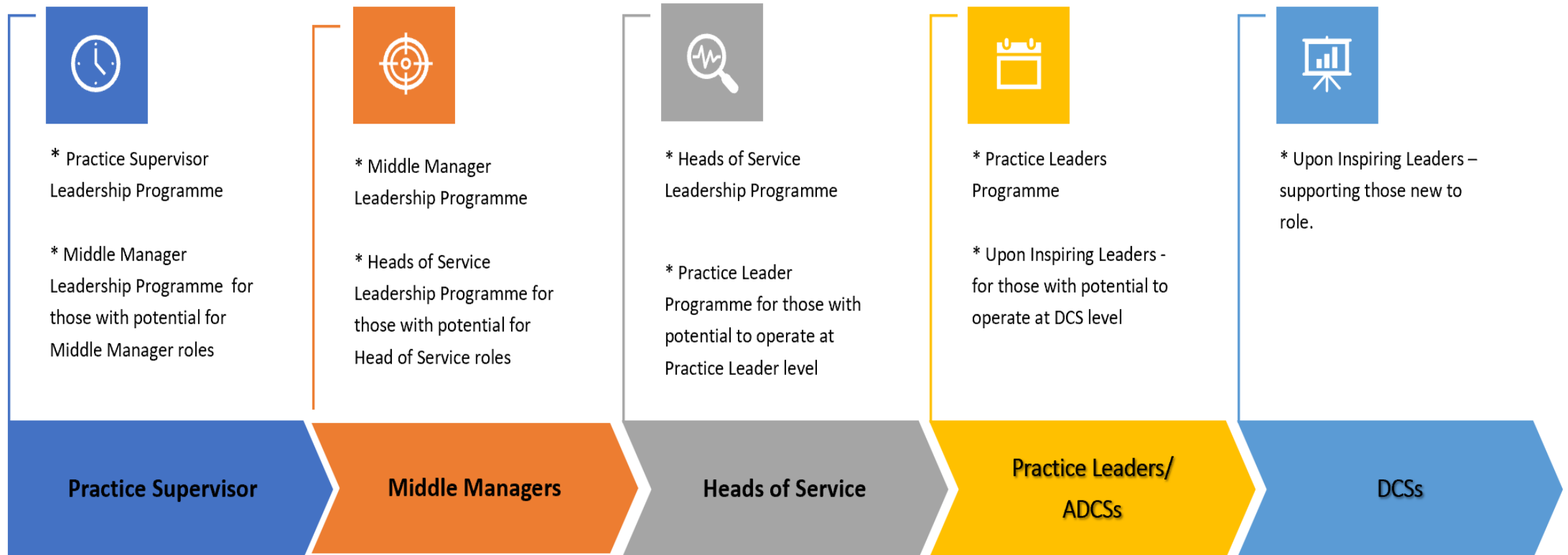
Existing Programmes

What is our current leadership CPD offer?

- Practice Supervisor Development Programme
 - Purpose: to develop and support the knowledge and skills of those social workers who have made the transition from social worker to a practice supervisor.
- Firstline
 - Purpose: to develop the leadership skills of social work managers, with the aim of making them strong, influential leaders who can best support their teams to create social change for children and families.
- Practice Leader Development Programme
 - Purpose: to develop and support those social workers and develop a pipeline of social workers into practice leader roles.
- Upon
 - Purpose: to widen the talent pool of DCSs by attracting and developing diverse participants, both in terms of protected characteristics and prior experience. This includes those from middle leadership roles in LAs, local partners that work in a related capacity with children/families, and those outside of local government.

Strategic approach: Future Leadership Programme

As with any workforce, development is needed throughout a social worker's career. We propose to build on the strengths of the existing CPD offer by filling the existing gaps and building a pipeline to senior leadership



We want a consistent & coherent CPD offer at each leadership level

The programme content should focus on common skills by having consistent content based on/developed in line with the Post Qualifying Standards (PQS) or Knowledge and Skills Statement (KSS) for Practice Supervisors and Practice Leaders. It should cover key features identified in our engagement with stakeholders across the sector:

- Relationships and influencing
- Inclusivity
- Culture, including learning and development and the sharing of best practice
- Systems thinking
- Operations management, including financial management
- Effective communication

How can you develop a leadership programme that delivers on our required outcomes?

We believe the programme should:

- Ensure leadership support is consistent in quality and available to all local authorities
- Be flexible in delivery; being reflective of placed based issues and where appropriate targeting where greatest impact can be made
- Offering a career pathway through CPD
- Create a pipeline of good leaders and consistent quality leaders at each level
- Improve the quality of frontline social work practice
- Improve outcomes for children & families

In this session we would like to hear your views on the proposed programme and how we can design a specification that will allow you to develop and deliver the programme effectively.

Commercial Approach

We have an idea of how we want to procure the service

- Single contract
- Single supplier / consortia / Limited Liability Partnership (LLP)
- 2 year (+2 year)

Indicative Procurement Timeline

**Market
Engagement July
2021**

**ITT published Summer
2021**

**Delivery Commences
April 2022**

Consortium and LLP opportunities

Consortium

- Time consuming to set up
- Allows you to share skills and experience
- Consortium approach may allow for shared development costs e.g the pooling of "back office" costs.
- Risk and liability spread across the member organisations.
- Different working cultures coming together
- Lead Contractor
- Legal agreement

A Limited Liability Partnership

- Widely used by professional firms
- Fast registration/ low registration fee
- Only 2 members required to form UK LLP
- New members can be admitted, and members removed
- It is a profit-making enterprise
- Profits not retained within the business
- Each partner pays tax on their share of profits
- Suitable structure for general partners who want legal protection from liabilities

We recommend specialist advice is taken

Social Value

Social Value is about added value

The additional value in the delivery of a contract where a wider community or public benefit can be created extending beyond the value of the contract itself.

Procurement Policy Note 06/20 - Taking account of social value in the award of central government contracts

- From 1 January 2021 , a minimum weighting of 10% of the total score for social value will be applied in a procurement
- Applies to procurements covered by the Public Contracts Regulations 2015,
- **Applies to all central government departments.**



Covid-19
Recovery



Wellbeing



Equal
Opportunity



Fighting
Climate
Change



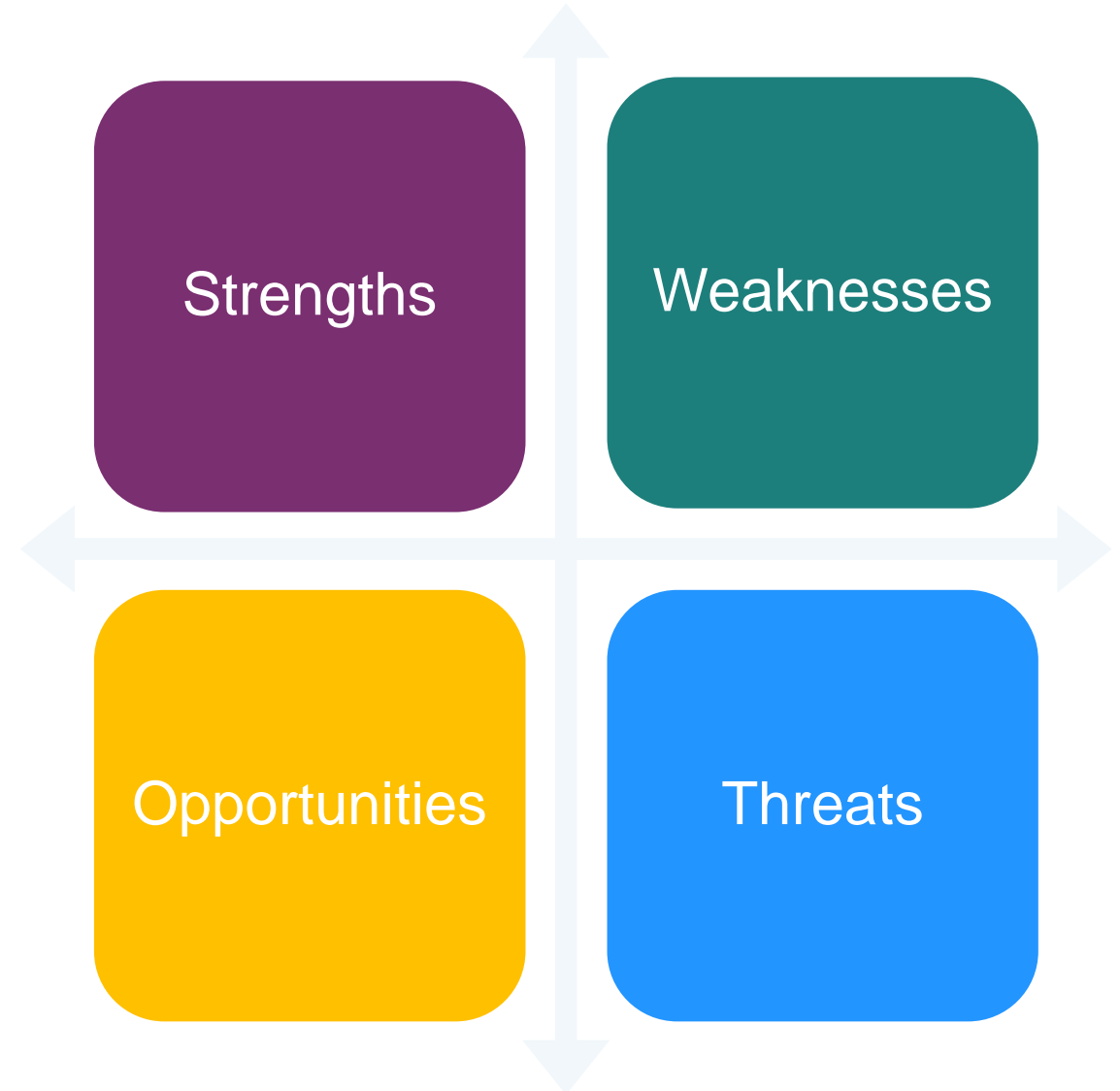
Tackling
Economic
Inequality

5 minute break

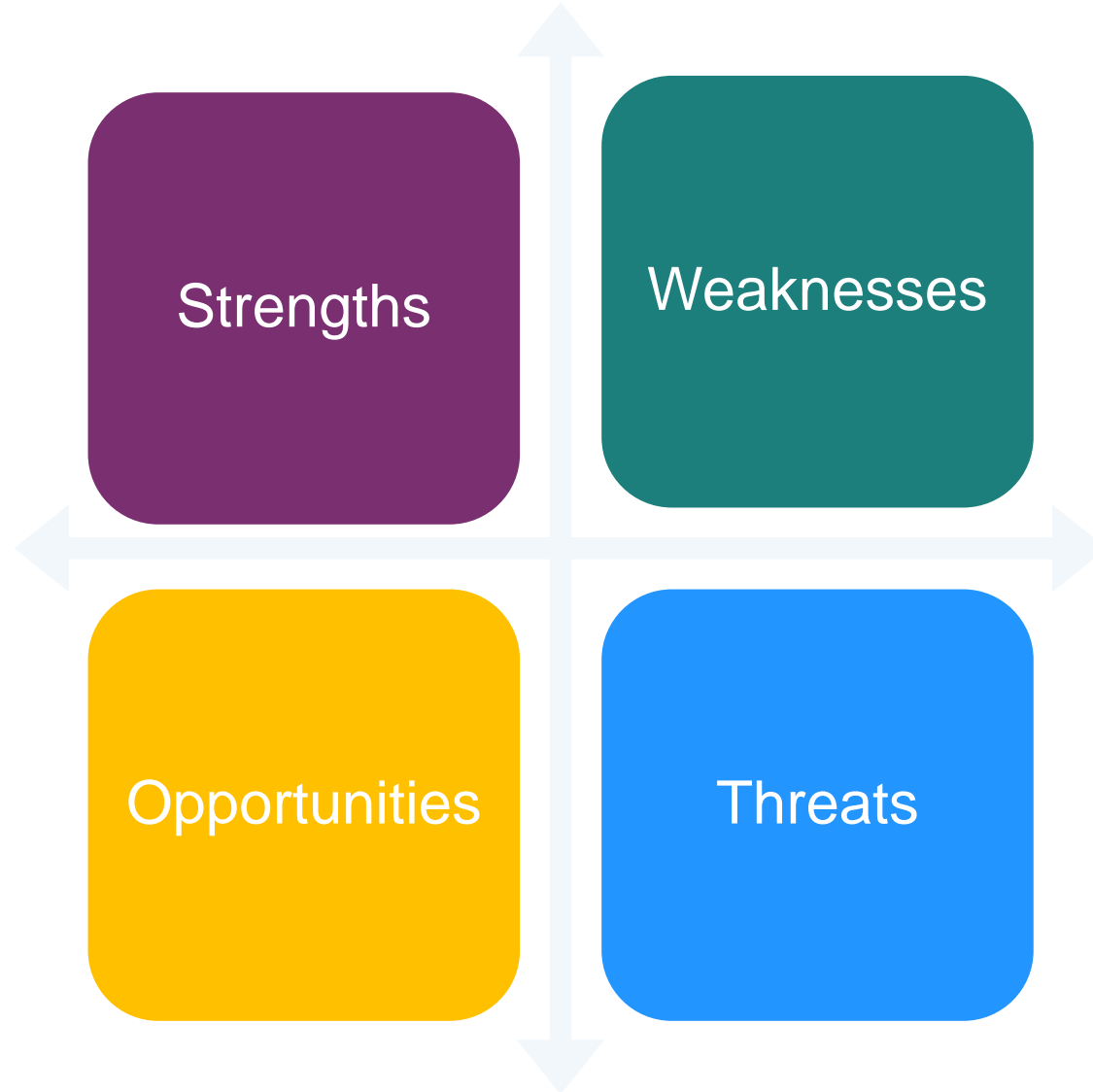
Breakout Groups

We want to make it easy for you put a strong bid together.

- Tell us about your experiences of helpful specifications – what worked well?
- What issues have you faced previously that made responding to a specification difficult? How can we avoid those?
- What are the strengths, weaknesses, opportunities and threats associated with the proposed approach?



Feedback from Breakout Groups



Questions



NEXT STEPS

- **1-2-1 bookable sessions**
- **After the event please email: DfE.CFSWLEADERSHIP@education.gov.uk**
- **Register on Jaggaer to access slides, Q&As, break out views, tender documents, ask questions:**

<https://education.app.jaggaer.com>

Thank you