



The Children's Plan looks from now to 2020

For the first time, we have brought together at national level all policy related to 0-19s

- our commitments** what we will do over the next 3 years
- our direction** how we will build on those activities from 2011
- what we are working towards** a world class system by 2020
- what we will achieve** measurable goals by 2020

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2020 Goals

- enhance children and young people's wellbeing, particularly at key transition points in their lives;
- every child ready for success in school**, with at least 90 per cent developing well across all areas of the Early Years Foundation Stage Profile by age 5;
- every child ready for secondary school**, with at least 90 per cent achieving at or above the expected level in both English and mathematics by age 11;
- every young person with the skills for adult life and further study** with at least 90 per cent achieving the equivalent of five higher level GCSEs by age 19; and at least 70 per cent achieving the equivalent of two A levels by age 19;
- parents satisfied with the information and support** they receive;
- all young people participating in positive activities** to develop personal and social skills, promote wellbeing and reduce behaviour that puts them at risk;
- employers satisfied with young people's readiness for work**;
- child poverty halved by 2010 and eradicated by 2020**; and
- significantly reduce by 2020 the number of young offenders** receiving a conviction, reprimand, or final warning for a recordable offence for the first time, with a goal to be set in the Youth Crime Action Plan;
- child health improved, with the **proportion of obese and overweight children reduced to 2000 levels**

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Making it happen

- 21st Century Children's Services** Children's Trusts expected to have consistent, effective arrangements to deliver improvements and to identify problems early
Monitor the difference Children's Trusts are making – new guidance - legislate if necessary
- 21st Century School** Every school uncompromising in its ambitions for achievement, at the heart of its community
Schools' contribution to all ECM outcomes recognised through new school-level indicators of wider outcomes
Building Schools for the Future actively to encourage co-location of services, e.g. schools with child health

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Making it happen

- Children's Plan para 20** "The single most important factor in delivering our aspirations for children is a world class workforce able to provide highly personalised support, so we will continue to drive up quality and capacity of those working in the children's workforce."
- A Children's workforce** Everyone who works, or volunteers, with children, young people and their families has a role to play in supporting their development across all 5 ECM outcomes

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What do we mean by the Children's Workforce ?

- Care Children's Workforce:** People who work or volunteer with children, young people and their families, or are responsible for their outcomes all the time.
- Wider Children's Workforce:** People who work or volunteer with children, young people and/or their families part of the time, or are responsible for their outcomes as part of their jobs.

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“Next Steps for the Children’s Workforce” was published in April 08

Recognises what has already been achieved and sets out actions for the next 3 years

Develops our understanding of the Children’s Workforce – and the challenges

Begins to establish the detailed vision – what will practice look like? what do we mean by integrated working?

Establishes an Expert Group

Signals autumn document to set out strategy for 2020

The Expert Group

26 Champions from different parts of the workforce and 3 observers (Children’s Workforce Development Council, National College for School Leadership, Teachers, Development Agency)

3 Chairs: Kevin Brennan (Children’s Minister)
Jim Knight (Schools Minister)
Maggie Atkinson (ADCS)

Four meetings – April – October

The 2020 Children’s Workforce Strategy

Cross-Government project led by DCSF, working closely with the Expert Group covering the whole children’s workforce

Evidence-based, beginning with an evidence phase throughout June

Strategy document to be published in the Autumn

Scope of the workforce strategy

We expect the strategy to focus on six key themes

- Capacity (skills, knowledge, management, leadership, supply, recruitment, retention)
- Excellence in practice
- Purpose and roles
- Improving joint working
- Interventions with the workforce – “what works”
- Delivering and managing workforce reform

Workforce Capacity

Everyone in the children’s workforce has the skills and knowledge they need

What skills does everyone need to know?
What do some people need to know?

Strong leadership

Key issues of supply, recruitment and retention

Excellence in Practice

Clarity about excellent professional practice with children and young people

How should it best be supported?

Purpose and Roles

Clearer definition of the jobs which need to be performed in individual sectors and the demarcation between them?

Which job roles are closely related or overlapping?

Improving Joint Working

When and how should professionals from different backgrounds and in different organisations work together?

Impact on improving outcomes for children and young people?

Workforce Interventions

When should Government intervene in the Children's Workforce?

What makes a successful intervention?

Delivering and Managing Workforce Reform

Many government organisations have a role in relation to the Children's Workforce. Is there sufficient clarity about these roles and responsibilities?

Could the existing approach be more efficient and effective?



Questions

Could the 2020 Workforce Strategy help workforce development in CAMHS?

What would you like to see included in the strategy?

