

**Appendix 1
YorOK Workforce Strategy
Delivery Plan**

Priority	Proposed Actions	Lead Group	Lead Person	Timescale	Progress
Developing a shared identity, purpose and vision	A communication plan is developed and implemented to ensure that the wider workforce is aware of, and understands, this workforce strategy and has opportunities to contribute to its ongoing development.	Information & Communication	NMcV	Ongoing	
	The impact of this strategy and any activities arising from it will be assessed in terms of the six equality strands (age, disability, ethnicity, gender, religion or belief and sexual orientation) and any issues identified will be addressed.	Workforce Strategy Group	CS	Ongoing	
	Understand and act upon the workforce implications of the new Equality Duty	Workforce Strategy Group		Ongoing	
	The YorOK Workforce Strategy is reviewed and amended as necessary.	Workforce Strategy Group	CS	Jun-12	Delivery plan reviewed regularly by the workforce strategy group

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	Members of the Workforce Strategy Group act as workforce champions within their sector and a conduit for two way communication between the workforce and the strategy group.	Workforce Strategy Group		Ongoing	
	The YorOK Induction is well embedded across the Workforce and communication is ongoing.	Induction	CS	Ongoing	
	The Workforce Strategy Group reports bi-annually to the YorOK Board on progress against the strategy and delivery plan.	Workforce Strategy Group		Ongoing	
	A joint meeting is held between the YorOK Children's Trust strategic workforce leads and representatives from relevant regional and national bodies.	Workforce Strategy Group	MS, JK,CS	Ongoing	A Government change has led to some changes in relation to the TDA and CWDC. Meeting to be convened in 2011 when the remit of both organisations is clearer.
	Further opportunities for activities that allow members of the workforce to learn more about each others roles are developed e.g job shadowing and use of the website.	Workforce Development Unit	WDU, WDOs	Dec-11	
Establishing Common values and language	Ongoing communication regarding The YorOK Induction to be continued.	Workforce Strategy Group	CS	Apr-12	

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Focusing on positive outcomes for children and young people	The Workforce Strategy Group agrees common elements to be included within job advertisements, job descriptions and appraisal processes. Discussions with City of York Council HR about embedding these with a view to rolling this out across the Children's Trust.	Future Workforce		Apr-12	
	The YorOK Induction and the above common elements are incorporated into commissioning processes via the Integrated Commissioning Group.	ICG & WSG	CS	Apr-12	
	Ongoing support for practitioners is embedded within supervision arrangements.	IWIG, Future Workforce and Supervision Group	Single Front Door Team	Ongoing	Single Front Door Team now established. Task and Finish Group set up.
Developing and Embedding Integrated Working Practice	Information Sharing Guidance to be actively promoted within both adult and children's services.	IWIG	Single Front Door Team	From April 2011	Primarily work to do in relation to adult services.
	Research into the type of support needed for the development of multi agency teams and a range of support is developed in response to this e.g. Case Studies.	Workforce Development Unit	JK & WDU	April 2011 onwards	Sourcing of case studies by WDU

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	Practitioner section of the YorOK website promotes examples of effective models of workforce integration. Case Studies to be added to website as evidence of good practice.	Information & Communication		Sep-11	Information and comms group to take forward
	Full day multi-agency integrated working training continues to be available to members of the workforce. IW Team explore new models of training delivery such as 'drop in' information sessions.	IWIG	Single Front Door Team	Ongoing	

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	Training Needs Analysis procedures to be developed and used to identify training needs across the Workforce. Mechanisms to be used to identify/implement training requirements.	Workforce Development	WDU	Dec-11	WDU will look at developing training needs analysis mechanisms to be used to identify training across the workforce.
A skilled, confident and appropriately trained workforce	The support available to leaders and managers is developed through appropriate training and development opportunities.	Workforce Strategy Group	WDU	From April 2011	
	Appropriate information, advice and guidance about professional development opportunities is available to members of the workforce.	Workforce Development Unit/FIS	WDU/FIS	Dec-11	WDU to make links with future workforce development information processes to be made available through KD and CS.
	Quality assurance systems are developed to support the ongoing provision of training.	Workforce Development	WDU	Apr-12	WDU to look at Quality Assurance procedures to be used when commissioning training programmes.
	Active promotion and profile raising of career opportunities within the children's workforce.	Future Workforce	KD	April 2011 onwards	KD, CS to move forward.

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	Opportunities are explored to develop and enhance ways young people can find out more about, understand and experience, different career paths within the YorOK workforce, particularly vulnerable groups e.g. LAC	Future Workforce	CS, KD, Steve F	April 2011 onwards	KD, CS to move forward
	The YorOK website is developed as a hub of information for employers with regards to effective recruitment, selection and retention, including the involvement of children, young people and families in these processes	Future Workforce	KD	Ongoing	
	A Yor-OK Training Calendar is developed, with increased training opportunities open across the workforce.	Workforce Development	WDU	Apr-12	

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	The impact of multi-agency training provision in terms of the six equalities strands will be assessed and any issues identified will be addressed. This includes assessing the accessibility of multi-agency training in relation to differing skills, experience and knowledge and identifying actions that can be taken to ensure that training provided is accessible and appropriate to those attending.	Workforce Development Unit	WSG	Ongoing	Equality impact assessment completed. To remain on plan to monitor and be aware of.
	Protocols are developed to support the effective and efficient provision of multi-agency training.	Training & Development Sub-Group	WDU	Apr-12	
	The Yor-OK Induction is regularly monitored to inform training and development planning.	Workforce Development	CS	Ongoing	
	Develop understanding and meeting needs in relation to transitions	Training and Development Sub Group	CS	Dec-12	
Complementary roles focused around children and young	Shadowing opportunities will be actively promoted as part of the YorOK Induction.	Workforce Strategy Group	CS	Priority from April 2011	

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people	Policy and procedure requirements around safeguarding are embedded within commissioning procedures via the Integrated Commissioning Group.	WSG & ICG & CYSB	CS and CYSB		
Keeping children safe	Develop information regarding safeguarding through the Yor-OK website	CYSB	CS, CYSB		
	Implement workforce development elements of neglect thematic review.	CYSB	CS and CYSB	Mar-12	