

**APPENDIX 2 - SHEFFIELD LGA WORKFORCE STANDARDS AUDIT**

Standard	Progress	Activities Planned for 2024 - 2025	RAG
<b>Standard 1 – Strong and clear social work framework</b>	<ul style="list-style-type: none"> <li>Practice Standards and a practice model have been developed and are being implemented.</li> <li>The model shows how social workers are supported to exercise professional judgement and creativity whilst balancing strengths, needs and uncertainty.</li> <li>We will continue to review our practice in relation to our standards and model. This will inform our workforce performance.</li> <li>Strong focus on social worker recruitment via indeed campaign.</li> <li>Case file audits and peer review in place.</li> <li>Accountable management structure with Chief Social Work Officer in place.</li> <li>Implementation of career development pathway and excellent ASYE programme in place.</li> <li>Good access to learning and development for social workers. Engagement work to develop role based training has taken place and to be implemented.</li> </ul>	<ul style="list-style-type: none"> <li>Implement consistent and regular engagement approach with people we support and our workforce to support learning and feedback.</li> <li>Implement Workforce Performance Dashboard</li> </ul>	
<b>Standard 2 – Effective workforce planning systems</b>	<ul style="list-style-type: none"> <li>Assessment of current and future needs used to design target operating model. This will be reviewed regularly to make sure that we have the right number of staff to support the people of Sheffield.</li> <li>Strategic Partnerships in place to support effective workforce planning.</li> <li>We have reviewed our job descriptions of social workers to ensure that we have the right knowledge and skills at the right levels. We are implementing role-based learning and development to support our workforce based on their roles.</li> <li>We have agreed practice quality standards and model which we are implementing.</li> <li>We have good quality practice placements in place to support the progression of new social workers. We have good links with FE providers in Sheffield.</li> </ul>	<ul style="list-style-type: none"> <li>Implement Role Based Learning and Development Profiles.</li> <li>Embed system-based workforce planning and intelligence.</li> <li>Implement progression pathways for Occupational Therapy and non-Social Work or Occupational Therapy qualified staff to make us an attractive employer and retain staff in the organisation.</li> </ul>	
<b>Standard 3: Safe Workloads and Case Allocation</b>	<ul style="list-style-type: none"> <li>As part of a recent Organisational Change, standard Workloads and Case Allocation have been developed and implemented. This will be regularly reviewed as part of supervision.</li> </ul>	<ul style="list-style-type: none"> <li>Review safe workloads and case allocation for our teams.</li> </ul>	
<b>Standard 4: Wellbeing</b>	<ul style="list-style-type: none"> <li>Workforce wellbeing is a priority for Adult Care. We have update and will implement the 'Being Healthy at Work Plan 2024 – 2025' to support the health and wellbeing of our ASC workforce.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to embed and promote workforce wellbeing.</li> </ul>	
<b>Standard 5: Effective and Appropriate Supervision</b>	<ul style="list-style-type: none"> <li>We have embedded a Critically Reflective Supervision model to ensure that we focus on continuous improvement and reflective practice across the service.</li> </ul>	<ul style="list-style-type: none"> <li>Continue to ensure that our workforce have regular supervisions in line with Council policy and annual PDRs, including audits.</li> </ul>	
<b>Standard 6: Opportunities for Continuing Professional Development</b>	<ul style="list-style-type: none"> <li>Apprenticeships at all levels have been introduced, from entry to graduate schemes. In addition, we support staff with training both internally and externally and a standard progression route is now in place for social workers, occupational therapists, and social care practitioners.</li> </ul>	<ul style="list-style-type: none"> <li>Refresh our induction system.</li> <li>Embed the Adults Workforce Dashboard and share in service meetings to promote learning and continuous improvement.</li> </ul>	
<b>Standard 7: Professional Registration</b>	<ul style="list-style-type: none"> <li>Staff are supported to register with the appropriate bodies. We have assisted staff whose registration has lapsed to ensure they can operate to the level they are qualified.</li> </ul>		
<b>Standard 8: Effective Partnerships</b>	<ul style="list-style-type: none"> <li>A Workforce Engagement Board with membership from across the sector has been established. To demonstrate our commitment to partnership working this is jointly chaired by representatives from Skills for Care and the ICB.</li> </ul>		

This page is intentionally left blank