

Challenges - Workforce Support and Systems

Pre Event

Inconsistent staff training, not many staff understand the theory or practice of scaffolding. This can lead to inconsisteant support which can lead to under supporting our YP. Also scaffolding requires strong relationships with our YP, as we are shift work, meaning every 7/8 hours staff leave which can disrupt trust and feeling of being safe.

staffing issues, lack of variety in specialist services

Event Challenges

Simplify systems	National SW Terms and conditions	Encouraging staff to get involved everyone has ideas	Strong corporate parenting plan Consistency of all/ understanding and engaging	Trust and value professionals perspectives and views of how best to support YP
Share where things are working well	Effective use of time - nowhere should a process be repeated	What agencies are available - who are they?	Supporting YP but multiple systems for different orgs	Staff retention. Attracting and keeping the workforce through training, support, supervision
Regular supervisions should be supportive and encouraging	Adequate staffing, particularly in schools, consistent person / point of contact	Access for all relevant staff to systems	Access to training/ funding	Regular supervisions
Being trauma informed (3)	More resources/ staff (3)	Systems and processes can cause more challenges and prevent achieving goals/ outcomes	Funding to ensure right support at right time	Counselling/ clinical supervision support for staff (3)
LA not supporting organisations who they bring in to deliver support to CEYP	More conversations directly with children and families	More wellbeing support, including intensive	Emotional support/ vicarious trauma	Lack of funding

Event Solutions

Shared learning within organisations	More multi agency training	Change our tired systems, make them more suitable to meeting the needs of families	Values based funding	Rights based funding
Targeted funding to maximise impact	Strategic look at joining funding. Disinvesting in what doesnt work and investing in what might	Focussed funding in terms of our LOIP Priorities	Supervision for staff to be seperate one to talk about our own difficulties, another to discuss workload	More funding permanent contracts
One or more refined system for working with CEYP	More multi agency catch ups	Investment in wellbeing of staff members in the most stressful jobs	Invest in long term funding of services	Using data/ impact and evidence before making decisions on funding cuts
Accessible counselling for staff wellbeing	For supervisions to be put in individual diaries regularly	Streamline systems	Multi agency collaborations, not sure how systems could be improved just updated	