

# Independent Care Review

Workforce



# Background:

- In 2020/21, residential children's homes were registered to care for up to 9,699 children, across a total of 2,462 homes (an 11% increase on the previous year) (Ofsted, 2022).
- Homes rely on their workforce to provide care for children and young people; the latest data, from 2015, estimated that more than 20,000 staff are employed to work in these settings
- Ofsted report that at least 10% of children's homes do not have a registered manager in place, although the sector believes that in some places it is even higher



# Background:

- Barriers to staffing:
  - Housing
  - Salaries
  - Status of the sector
  - Post pandemic factors
  - Other local factors



# Possible steps:

- Clear link to IICSA findings re. professionalisation of the workforce
- Call from IICSA, ICHA, other sources and exploration by DfE of how this could happen including – registration / professional body status



# Possible steps:

- National leadership programme for new children's home managers.
- To address the sufficiency of the workforce, the DfE should develop a new national leadership programme that trains and supports new residential children's home managers.
- Working alongside the strongest children's homes, the programme should attract leaders from a broad range of backgrounds and invite a wider variety of professionals to become children's home managers, including teachers and social workers.
- A bursary should be made available to attract high potential individuals transition to trainee management roles.



# Possible steps:

- Regulation of the workforce.
- In parallel, the DfE should require registration of the residential children's home workforce by an independent regulator.
- Delivery should start with children's home managers and once the residential care system has stabilised by 2025, should include all residential children's home staff.
- Establishing a professional register for the residential children's home workforce would require additional resource for the proposed regulatory body, Social Work England.
- Will need changes to primary legislation
- Annual fee



- Some parallels with the Welsh system

# Any thoughts ?

- Very much a starting point with a focus on leadership / managers
- Developments re. the workforce to be held by DfE?
- Conversations already started re. workforce learning / career pathways – will this continue or restart in the light of the review?
- Local perspective re. the proposals for residential leadership ?