

To: **Gail Hancock**
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Our Ref: GH/jp

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Dear Colleagues

2020/21 Annual Children's Social Work Health Check Survey Report with Infographic

We hope you remain safe and well and are taking some measured steps to emerge from the third national lockdown. We hope the recently circulated Children's Service Road Map will provide you with a clear framework to start enjoying more face to face contact with your colleagues, supervisors and line managers, whilst continuing to take every agreed precaution to prevent the spread of the virus. We also hope this month will help you to re-energise and re-focus after such a long time of working on a remote and virtual basis.

In terms of this communication, we are really pleased to be able to share the attached 2020/21 Annual Children's Social Work Health Check Survey Report with an accompanying infographic.

Thank you to all social work practitioners and managers who took the time to contribute to the on-line survey and/or the focus groups that were convened. Your contribution is very much appreciated, especially as there have been so many other competing demands on your time during the past year what with managing the impact of the CV19 pandemic, maintaining business as usual, progressing with our improvement plans, picking up our transformation plans and keeping on track with the Ofsted Focus Visit and our preparation for the Ofsted inspection, which we anticipate coming at some point during the Summer term. There's clearly been a lot going on to date and there continues to be a full agenda as we start to move forward with our Road Map, from response to recovery.

The Senior Leadership Team has already had early sight of the health check findings. These were well received and will be used to inform and influence strategic and operational planning and decision making moving forward. As has been the case previously, the Senior Leadership Team continues to refer to the social work health check survey report which will continue to be one of the 'touch stones' for keeping informed about important issues from the perspective of social work practitioners and managers. The social work health check survey report won't be a 'one-off' as more conversations about important issues obviously need to continue about what future developments look like and how these can be achieved. The social work health check survey findings do however help to punctuate where we have been and what the collective social work 'voice' is saying.

This has been an unprecedented year and to have managed to have completed the social work health check survey and focus group against the backdrop of so many other competing demands and pressures in the system is a real testament to everyone who has played a part – so thank you all very much, this is much appreciated.

Compared to previous years, there is clear evidence from the findings that progress is being made to create the conditions within which social work practitioners and managers are now feeling more supported to demonstrate good social work practice. There is evidence that staff feel increasingly more engaged and able to participate in our improvement journey to deliver impact and improve outcomes for local children, young people and their families. Having said this, there are still areas that require further attention and improvement – we all know there is work still to be done and we will continue to focus on these areas moving forward.

The social work health check survey findings will help to ensure that the voice of social work practitioners and managers is heard and taken into account to help inform and shape our next steps. Please take some time to read the contents of the report, and reflect on the associated infographic. We think it will be helpful to discuss the themes and issues more broadly with your colleagues in an upcoming team meeting and with your supervisor in your next 1:1 professional supervision session. Rob remains available to visit your teams and discuss any specific issues so please contact him directly on his land line: 01452 425473 or mobile: 07717 878728 to agree a mutually convenient date and time.

Thank you for your continued hard work and commitment to support Gloucestershire's vulnerable children, young people and families – this is very much appreciated.

Kind regards,



Gail Hancock
Interim Director for Children's Safeguarding & Care



Rob Tyrrell
Principal Social Worker