



Doncaster  
Children's  
Services Trust



**BARNSELY**  
Metropolitan Borough Council

# NAAS Workforce Readiness

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# Starting point at the Trust



# Starting Point for Barnsley Council

- No ASYE program
- No GYO- Culture
- High numbers of Agency staff
- Low Staff Morale

# Our values at the Trust



**Our vision**

We want to help Doncaster children and young people to stay safe, well and reach their full potential.

**Our values**

**Excellent**  
We'll constantly strive to provide the best service for our children, young people and families, by ensuring their voices are at the heart of everything we do.

**Respectful**  
We'll always treat everyone as an equal, be reliable, fair, and honest. Above all we will take pride in our work and take ownership of our actions.

**Make a difference**  
We'll always be child focussed. We'll take the time to listen; it's a two way conversation. We'll support families to help their children and young people to have a good start in life. And above all we will help our children and young people to achieve their hopes and dreams.



# Our values at Barnsley Council

Values Team , Honest , Excellent ,  
Proud

3 R's – Framework

Vision- Very similar to Doncaster  
Children's Services Trust



## Meanwhile KSS and NAAS and TPs

- Nationally and locally told were inadequate
- We knew Barnsley Council and the Trust ducks had to be lined up
- As PSWs and as a profession we were involved in consultation and shaping of KSS and NAAS and Teaching Partnerships, Innovations programme – opportunity or threat?
- What would you not have in the KSS?
- Why would you not want your SWs to measure up?
- For us it's one part of a whole system for improvement

# NAAS and Doncaster Children's Services Trust

Trust – getting our Wave 2 Ducks in a row!

- Practice Endorsement Tool Kit
- Reflective Audit - linked to KSS
- JDs / Recruitment – linked to KSS
- PDR / Progression Framework - linked to KSS
- Training Offer – linked to KSS
- PSDP RiP/SYTP
- Volunteers

# NAAS and Barnsley Council

Barnsley have identified cohorts of experienced social workers.  
Supported by 3 year offer.

Linked to CPD and Progression Framework / recruitment strategy

- ID low hanging fruit
- Know there is a cohort of hard to reach





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- Building on success
- Building confidence
- More tailored support
- TPs
- We don't know future impact ...



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# Finally...

- We'll never talk about this as a single issue