

**Summary of recommendations to the executive and executive responses Children and Young People Scrutiny Committee  
13 June 2024.**

**That Herefordshire Council:**

<b>Recommendation 1</b>	identifies measures of success for each of the strands in the children and young people workforce strategy.			
<b>Executive Response</b>	Accepted			
<b>Action –</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>
Measures of success added to the children’s workforce strategy	HR Business Partner	30 September 2024	Strategy updated	Complete

<b>Recommendation 2</b>	makes clear the links between the council’s corporate workforce strategy and its children and young people workforce strategy.			
<b>Executive Response</b>	Accepted			
<b>Action</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>
Update the draft children’s workforce strategy to make clear links with the corporate workforce strategy.	HR Business Partner	30 September 2024	Strategy updated	Complete

<b>Recommendation 3</b>	builds links with and invests in local schools and voluntary organisations to encourage people to consider children’s services as a career.			
<b>Response</b>	Accepted in part – It is recognised that investing in activities that encourage people to consider children’s services and local government as a career is important, particularly with local schools and colleges.			

<b>Action</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>
Promote local government and children's services careers with schools and colleges.	Head of Learning and Organisational Development	Mar 2025	Established links are in place	Good links are in place with schools.
Develop and promote the council's work experience offer	Head of Learning and Organisational Development	Dec 2024	Demand for council work experience placements is high/	A revised work experience offer has been developed and is being launched in September 2024

<b>Recommendation 4</b>	encourages people to consider switching careers to Herefordshire Council's children and young people directorate.			
<b>Executive Response</b>	Accepted. It is recognised that investing in activities that encourage people to switch careers could be important and this forms part of our corporate work			
<b>Action</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>
Use the Spirit of Herefordshire microsite to make clear the opportunities to swich careers to children's services.	HR Business Partner	Mar 2025		

<b>Recommendation 5</b>	ensures that the voice of children informs the children and young people workforce strategy.			
<b>Executive Response</b>	Accepted			
<b>Action</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>

The voice of children and young people has informed the workforce strategy	HR Business Partner	September 2024	The children's workforce strategy is designed with the needs of children and young people at the forefront.	Complete

<b>Recommendation 6</b>	describes the link between activity, outputs, outcomes and impact of the workforce strategy in terms of a theory of change.			
<b>Executive Response</b>	Accepted in part. It is accepted that this is an approach which could be beneficial. The children's workforce strategy has been 12 months in the making and to adopt a radically different model would mean starting the process from scratch. This model will be considered for future strategy development.			
<b>Action</b>	<b>Owner</b>	<b>By When</b>	<b>Target/Success Criteria</b>	<b>Progress</b>
Consider adopting 'a theory of change' approach to future strategies.	Director for strategy and transformation	Dec 2025		