

NEATH PORT TALBOT COUNTY BOROUGH COUNCIL

Children, Young People and Education Cabinet Board

26th January 2017

Report of the Head of Corporate Strategy and Democratic Services – Karen Jones

Matter for INFORMATION

Wards Affected: ALL

CHILDREN'S SERVICES ANNUAL STAFF SURVEY

Purpose of Report

1. To present the findings of the 2016 survey of the Children and Young People Workforce.

Background

2. As part of the improvement programme for Children and Young People Services, an annual staff survey has been introduced.

The survey provides an additional means for people working within the service to put forward their views about the environment within which they are working. The results, when considered alongside the range of other workforce data that has been developed over the period, provides a right insight into morale within the service and should be used to inform the next set of improvement actions.

Financial Impact

3. The survey has been administered in-house and there have been no additional financial impacts associated within this work. It is well evidenced that the ability to recruit and retain a sufficient, quality workforce has significant positive financial impacts on the Council's revenue budget.

Equality Impact Assessment

3. The social workforce is predominantly female so this work is important in identifying gender-based issues that may warrant attention. The survey also provides some data on other protected characteristics, although caution should be exercised in attempting more detailed breakdown by these groups as the numbers would be too small to draw inference. They can however, provide a useful insight that might suggest further investigations would be beneficial.

Workforce Impacts

4. Sustaining a sufficient, quality workforce is fundamental to the effective delivery of Children and Young People workforce. The survey offers an important opportunity for the voices of staff working within the service to be captured and considered as part of the improvement journey.

Legal Impacts

5. The Council has statutory duties to deliver effective social services functions. Sustaining the workforce is fundamental to the discharge of these legal duties.

Recommendation

6. That Members note the report.

Appendices

7. Children and Young People Services Moral & Retention Questionnaire

List of Background Papers

8. None

Officer Contact

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