

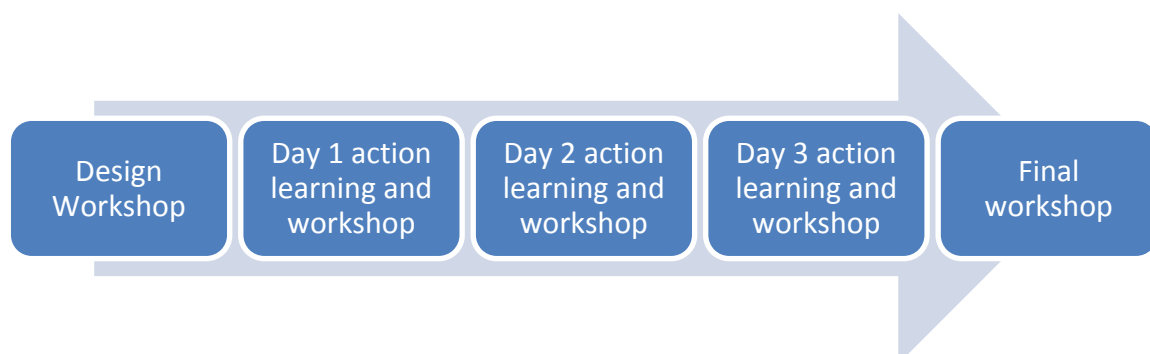
Bridgend County Borough Council Children's Services Leadership Programme Briefing Paper

Bridgend Children's Services have been facing a challenging agenda in the last period. With the completion of an external inspection of children's services by CSSIW in April 2017, there are some clear requirements for improvement as part of the ongoing remodelling programme which will place demands on staff and managers across the service.

The Institute of Public Care has been asked to support us during this period in two projects. It will help us to review assessment and case management practice in a selection of our recent cases in a project described in a separate briefing paper. It has also been asked to support our management team through a bespoke leadership development programme. IPC is a well - established and highly regarded knowledge transfer body working across the UK. It is a centre of Oxford Brookes University. It has run the national TMDP and MMDP programmes in Wales for a number of years, and runs bespoke programmes for leadership teams across the UK.

In this programme Bridgend will ask IPC to work with us to design and delivering a bespoke Bridgend children's leadership programme. This will comprise:

- Work with Head of Service and other key managers and support staff to design a programme, initially for Group Managers and Team Leaders, drawing on an agreed set of leadership skills and qualities Bridgend needs, and resources and materials IPC has developed for programmes with this cohort elsewhere.
- It will explore in particular how the leadership team can deliver quality and address the key challenges in the system together, as well as assure quality and manage demand. It will be very focused on a shared service agenda. The programme will include a self-assessment element and an opportunity confirm the leadership skills required in the future and to review the current management structure to ensure it is fit for purpose both in areas of responsibility and leadership skills.
- The programme will offer a combination of workshops and action learning set meetings and involve the following:



- Once the design is agreed the programme will run over a three month period.

The immediate next step will be to arrange an initial design meeting with the potential participants to agree key themes and content priorities, and it is hoped that all of the managers who are invited to be participants will join that meeting.

15 July 2017