

**OFFICER DELEGATION SCHEME  
RECORD OF DECISION**

**TO BE UPLOADED TO THE INTERNET BY DEMOCRATIC SERVICES**

<b>Date:</b> 20/03/2023	<b>Ref No:</b> 2148
<b>Responsible Officer:</b> Beverley Johnson, Principal Social Worker	
<b>Type of Decision (please refer to MO Guidance):</b>	
<b>Key</b> <input type="checkbox"/>	<b>Non-Key</b> <input checked="" type="checkbox"/>
<b>Freedom of Information Status:</b> <i>(can the report go in the public domain)</i>	
Yes	
<b>Title/Subject matter:</b>	
World Social Work Day conference 2023 – event funding	
<b>Budget/Strategy/Policy/Compliance:</b>	
(i) Is the decision within an Approved Budget?	Yes
(ii) Is the decision in conflict with the council's policies, strategies or relevant service plans?	no
(iii) Does the decision amend existing or raise new policy issues?	no
(iv) Is the decision significant and/or does it meet the £100,000 threshold for recording?	no
<b>Equality Impact Assessment</b> [Does this decision change policy, procedure or working practice or negatively impact on a group of people? <b>If yes</b> – complete EIA and summarise issues identified and recommendations – forward EIA to Corporate HR]	no

**Summary:**

This paper sets out to recommend use of the Practice Learning Budget to fund the refreshments for the March social work workforce conference, combining annual world social work day celebrations and social work awards ceremony with the workforce engagement session.

In June 2022, the workforce strategy set out to improve communication, engagement, and visibility of the senior leadership team with the social work practitioner workforce as part of the wider recruitment and retention offer.

This followed feedback from teams that they felt distanced from senior managers and not connected sufficiently on the social care reforms especially in relation to the CQC assurance inspections, contained within the paper “our Health Our Care our say”.

The strategy includes 3 annual senior manager workforce engagement sessions to ensure consistency in communicating the LETS and Council strategic plans.

March’s engagement session combined the international world social work day celebrations, the launch of the LETS social work awards ceremony and comprised of a full day session. The session was used as a continuous professional development session with attendance and introduction from new Chief Exec Lynne Ridsdale, and guest speakers on the topic of improving our Equality Diversity and Inclusion strategy.

In the spirit of LETS, a business and venue in Radcliffe was sourced to host the event and provide refreshments for the day.

The feedback from the events so far has been very positive with practitioners and managers expressing a real connection with the senior leadership team, and a stronger connection with the LETS, workforce, strategies and CQC assurance. There is feedback from the sessions and reassurance that the workforce is feeling more valued, engaged and that Bury is a good employer.

**Wards affected:**

**Consultations:** N/A


**Scrutiny & Review Committee Interest:** N/A

**Options considered:**

1. Fund and host a local workforce engagement session committed to continuous professional development with the opportunity to launch LETS social work awards, in keeping with celebrating world social work day, and the workforce strategy pledge.
2. Do nothing – this would lead to a missed opportunity for the council to thank the social work workforce on international social work day which may affect morale, would go against the workforce strategy pledge to promote better workforce engagement, and may affect front line feedback to CQC.

**Recommendation:**

The recommendation for members is to agree option 1 for the funding of this event £1,389, to be agreed to be paid from the Practice Learning and Development team budget.

<b>Decision made by:</b>	<b>Signature:</b>	<b>Date:</b>
Director or Chief/Senior Officer		11 April 2023
S151 Officer	NA	
Director of People & Inclusion	NA	
<b>Members Consulted [see note 1 below]</b>		
Cabinet Member – for noting	NA	
Lead Member	NA	
Opposition Spokesperson		

## Notes

1. Where, in accordance with the requirements of the Officer Delegation Scheme, a Chief Officer consults with the appropriate Cabinet Member they must sign the form so as to confirm that they have been consulted and that they agree with the proposed action. The signature of the Opposition Spokesperson should be obtained if required, to confirm that he/she has been consulted. Please refer to the MO Guidance.
2. **This form must not be used for urgent decisions.**
3. Where there is any doubt, Corporate Directors should err on the side of caution and seek advice from the Council's Monitoring Officer.

DRAFT