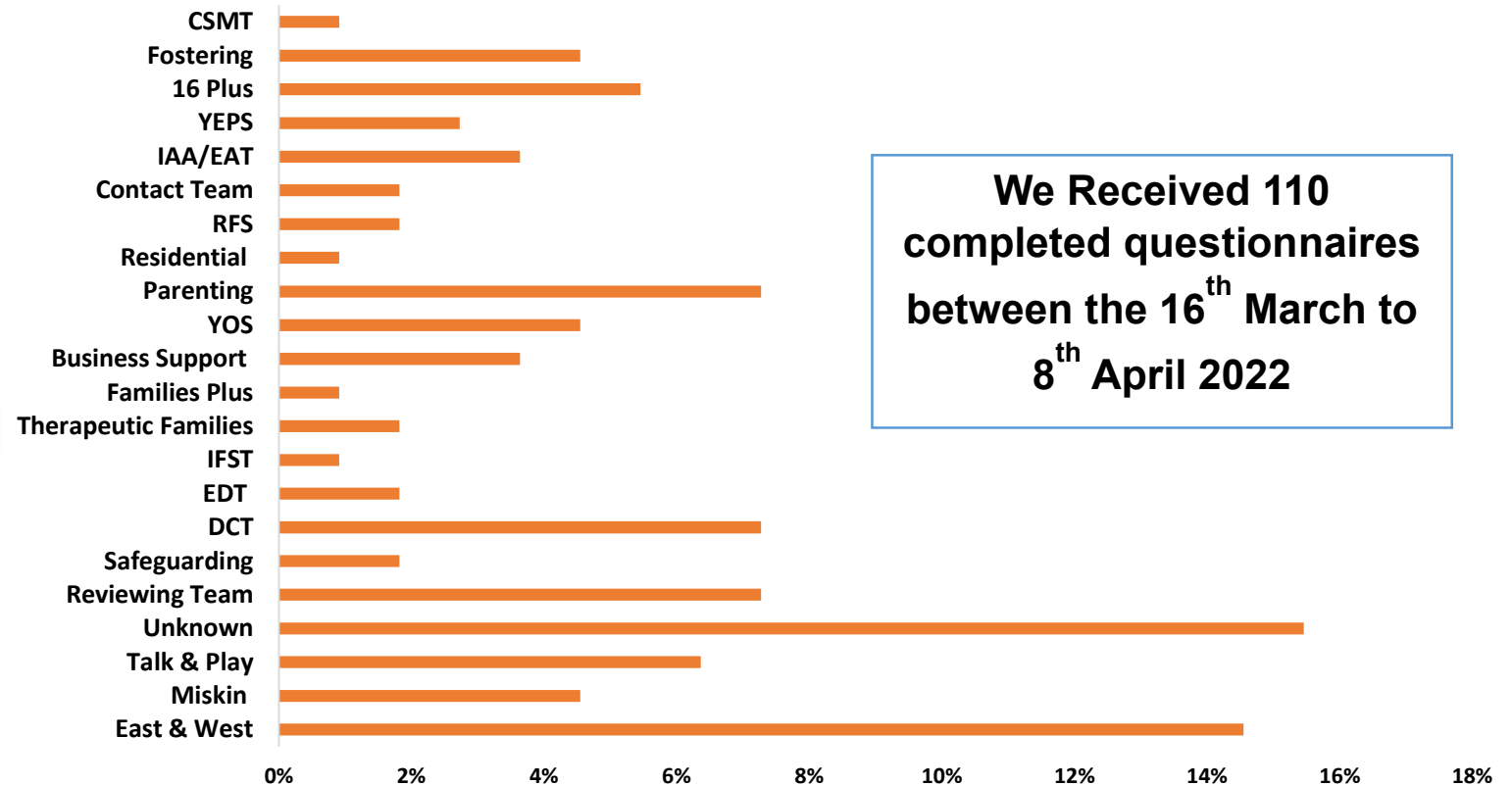


# Children's Services Practitioner Survey 2022

## Summary of Findings & Next Steps

### Survey Respondents by Team



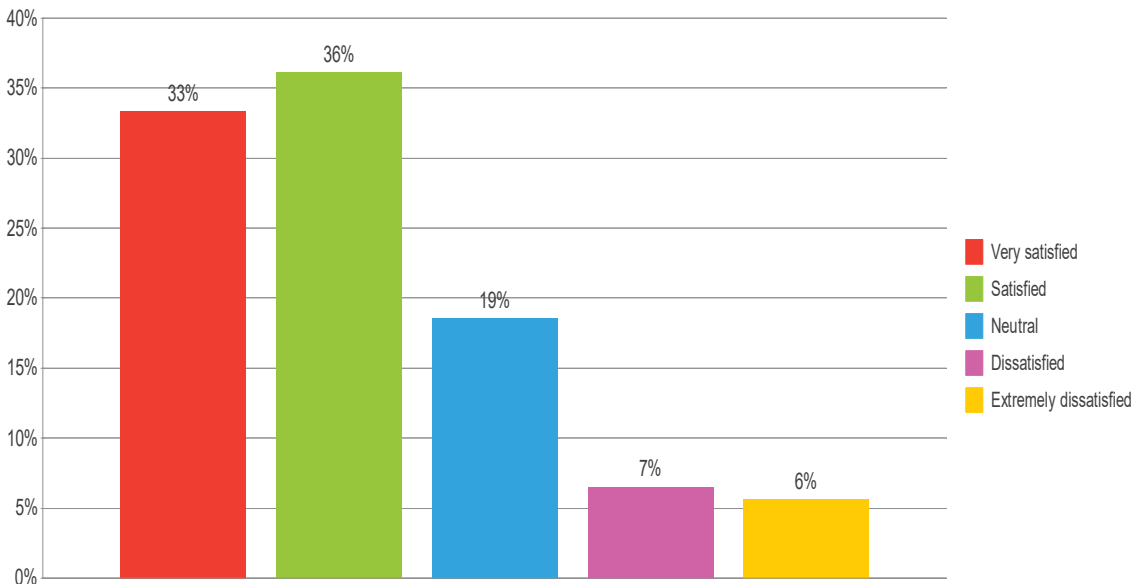
**We Received 110 completed questionnaires between the 16<sup>th</sup> March to 8<sup>th</sup> April 2022**

**We recognise that there continues to be significant pressures for RCT Children's Services practitioners; and would like to thank everyone for the commitment and professionalism they have shown in continuing to support and safeguard children and families in RCT. We have included information about our plans at the end of this infographic.**

## Current Working Arrangements

Overall, **69%** of those that responded to the survey indicated that they were either satisfied or very satisfied with their current working arrangements. **19%** were neutral, whilst **13%** were either dissatisfied or extremely dissatisfied. **There was however variation in satisfaction levels between teams...**

**63%** of Intensive Intervention- East & West Team respondents indicated that they were either satisfied or very satisfied with their current working arrangements. **13%** were dissatisfied.



All of the respondents from the **Parenting team** indicated that they were either satisfied or very satisfied

**60%** of the respondents from **Miskin** indicated that they were either satisfied or very satisfied with their current working arrangements. **Whereas 40%** were either dissatisfied or extremely dissatisfied.

The **16+ team** had an even split between the level of satisfaction for their working arrangements. **33%** were satisfied, **33%** were neutral and **33%** were extremely dissatisfied.

Where a small number of responses have been received from teams/service areas this data has not been included in the summary

# Work/Life Balance

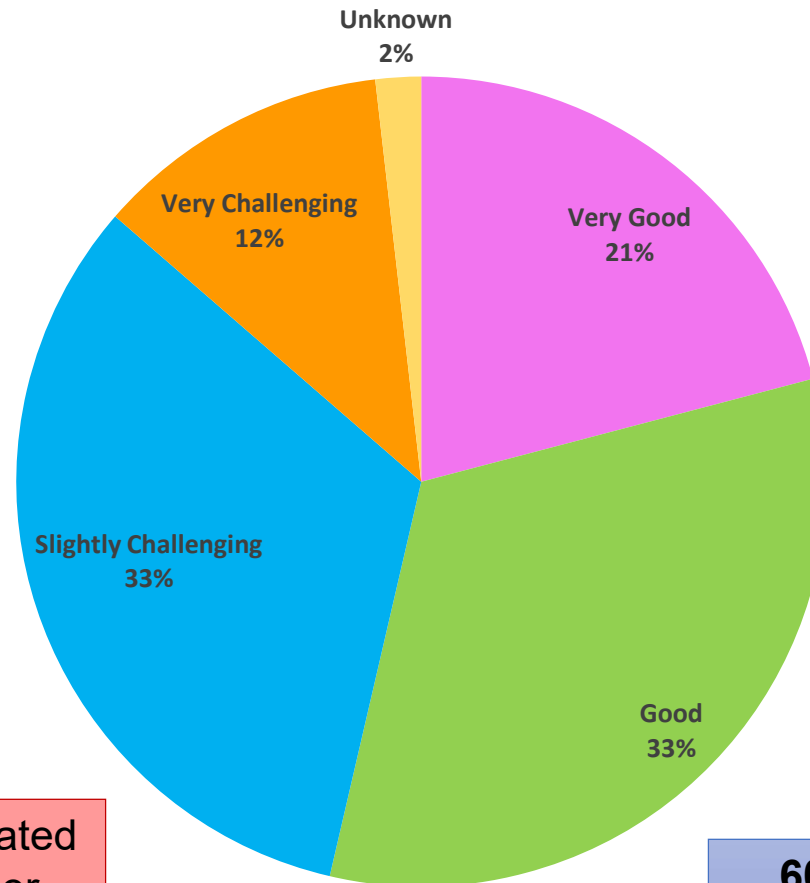
**Overall, 54%** of respondents indicated that their work/life balance was either good or very good. Whereas **45%** stated that they were finding it challenging or slightly challenging. **However, this varied between teams...**

**75%** of respondents from the **East & West teams** are finding their work/life balance either slightly or very challenging.

All of the **Parenting team respondents** described their work/life balance as either good or very good.

**50%** of the **DCT** respondents indicated that their work life balance is either good or very good with **50%** finding it slightly or very challenging.

How Would You describe your work/life balance?  
Overall Response

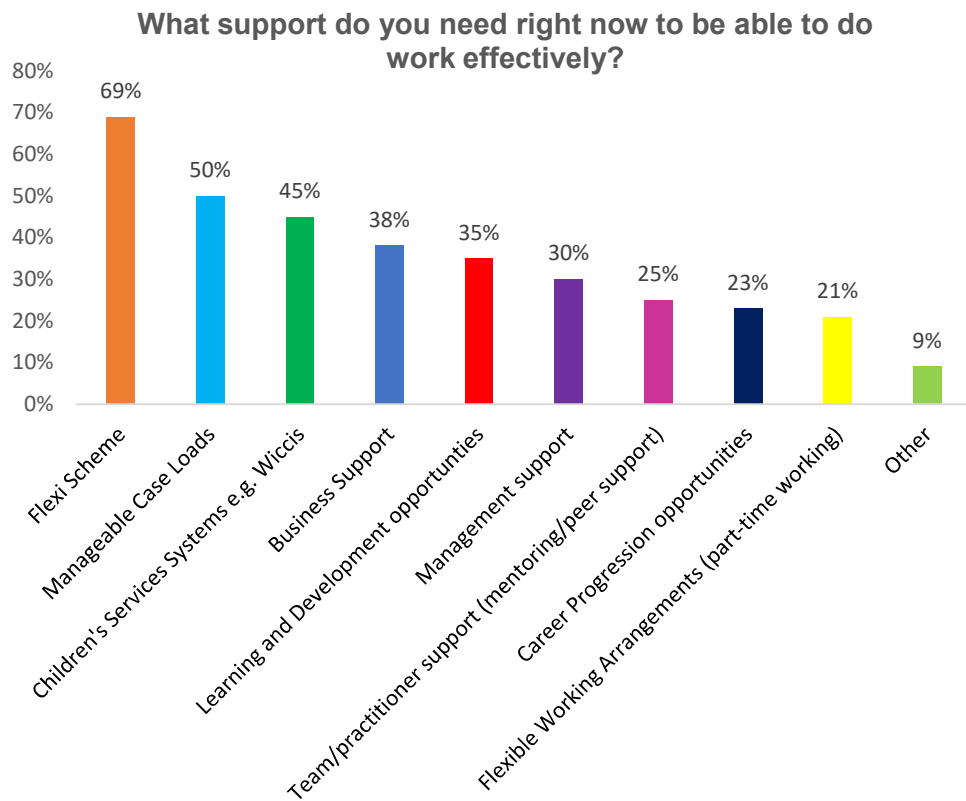


**83%** of the **16+ team respondents** are finding their work/life balance challenging or slightly challenging.

**67%** of the **Talk and Play** respondents describe their work/life balance as good.

**60%** of the **Miskin** respondents indicated that their work life balance is either good or very good

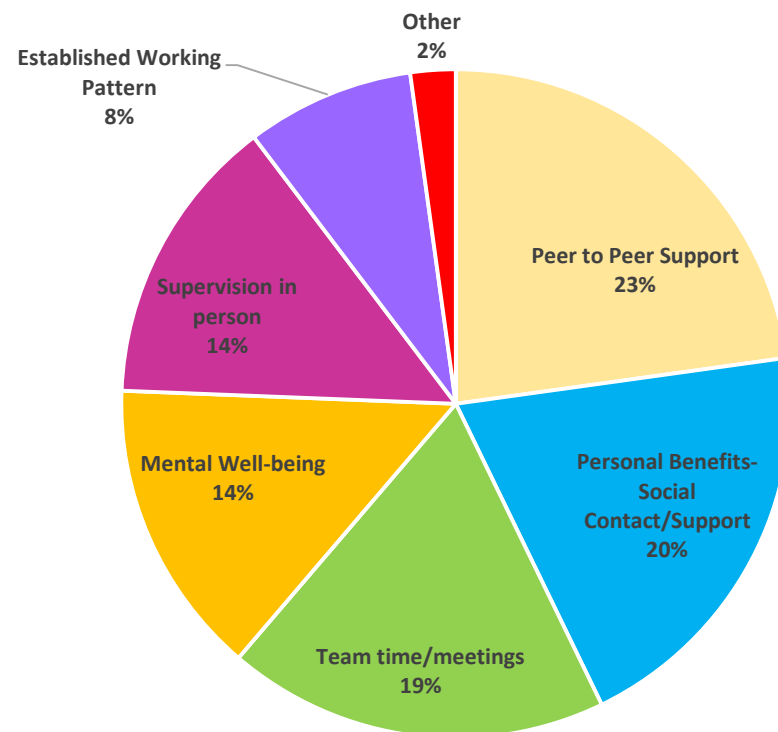
**69%** of respondents indicated that they required the reintroduction of the **Flexi scheme** to be able to work effectively. **50%** required **manageable caseloads** and **45%** required the improvement of **Children's Services systems**. Other support included increased annual leave, a full staff workforce and assistance with the cost of living.



**63%** of respondents indicated that they preferred to be located in the office at least weekly.

## Working Environment

What Would be the Advantages of Working in the Office?



The respondents indicated that there are a range of advantages for office working throughout Children's Services with certain teams preferring it more than others. The most common advantages selected were **peer to peer support** and **social contact and support**. 'Other' advantages included not having the costs attributed to home working, supporting social work students, and printing and scanning documents.

# Action Taken & Next Steps

## Wellbeing

- The Flexi Scheme has now been reintroduced.
- We are developing a programme to support practitioner wellbeing, with the focus of nurturing supportive resilient teams. This will include peer to peer support with Schwartz Rounds.
- Clinical Supervision is being trialled in some areas of Children's Services.
- Cari, the digital confidential wellbeing tool can be accessed at any time via this link:

[www.cariwellbeing.co.uk/cari-rct/](http://www.cariwellbeing.co.uk/cari-rct/)

- Homeworking equipment can be ordered (at no cost to you) via this link:

[https://forms.office.com/Pages/ResponsePage.aspx?id=urld5xeqAE6ITjrUN9dAnv9H0oNPR5JJq6YC13Q\\_O35UNIVYSE5ZT0ZQWFZQTIhYQUtISFNIRDZPRyQIQCNOPWcu](https://forms.office.com/Pages/ResponsePage.aspx?id=urld5xeqAE6ITjrUN9dAnv9H0oNPR5JJq6YC13Q_O35UNIVYSE5ZT0ZQWFZQTIhYQUtISFNIRDZPRyQIQCNOPWcu)

## Workforce Development

- We have expanded our grow your own approach: This year 8 Children's Services Practitioners have gained a sponsored spot on the Open University Social Work Degree programme.
- For the first time RCT will be paying an allowance to our practice educators for the placement support they provide to our student social workers.
- We are running an enhanced and ongoing attraction campaign to promote practitioner recruitment in RCT Children's Services.
- We are investing in additional business support capacity to take off some of the pressures that our practitioners are facing.
- We are embarking on the significant endeavour of rolling out a model of social work practice in RCT. There will be a new post to support this.
- We are now advertising that final year students who are successful at interview can be employed as temporary ACM's from the earliest opportunity until their registration is complete.

## Practitioner Voice

- We will continue annual Children's Services surveys to capture the voice of our practitioners.
- We have set up a practitioner forum which will give practitioners the opportunity to share information and knowledge. If you would like to join the forum, please email: **Catherine.E.Tyler@rctcbc.gov.uk**
- We are trialling a new exit interview process to gather leaver feedback. Leavers will be invited to complete an exit questionnaire with the option to undertake an exit interview. Exit data reports will be presented to CSMT on a quarterly basis.