

SUSTAIN						
	What do we need to achieve?	By Who?	By When?	Impact - How will we know this is done?	Progress So Far	RAG Rating
1	Long Term Stability					
1.1	Rolling Recruitment Programme for Social Workers	Nakita Adair	Ongoing	Evidence on greater jobs of a continual advert for social workers	Rolling recruitment is established with a system in place for shortlisting of applications through a single point of contact	
1.2	Succession planning	Sarah Mousawi	30/04/22	Retained staff in Trafford but evidence of people changing roles and/or achieving promotions. Effective succession and hand over takes place	Developing a recruitment timeframe to ensure vacancies are planned well in advance. Supervision framework has been refreshed to ensure that development and opportunities are discussed with practitioners and managers. EPIC check in (PDR's) are in place to support development and succession planning will form part of this process. We have developed a creative approach to the use of intern staff to create capacity	
1.3	Staff who feel supported to progress and advance their careers	Jude Brown	30/09/22	Tracking will evidence that we are retaining staff in Trafford but evidence of people changing roles and/or achieving promotions.	We have had a number of staff who have been appointed to new roles from within. Internal recruitment into PM posts was successful for a significant number of Team Leaders and also interim staff. Secondments have been supported for 5 individual social workers to have exciting opportunities for example the Discharge Project and DSL pilot	
2	Strong Apprenticeship Offer					
2.1	Strengthen & expand current apprenticeship offer	Sarah Eckersley	31/07/22	Numbers of apprenticeships will continue to be filled. Different opportunities for apprenticeships will be in place	We have maintained all 3 SW apprenticeship places consistently and have a further 3 agreed for the next cohort. Clear selection processes are in place and clarity has been given to the role and grade of current SW apprenticeship cohort regarding the investment and future salary at the end of the apprenticeship. Work with corporate colleagues to maximise opportunities for apprenticeship programmes for all practitioners	
3	Children's Service Academy					

3.1	Develop an academy approach within the Practice Improvement and Learning Service	Jude Brown	30/09/22	A Children's academy will be clearly defined and communicated. Intranet will be developed to support a learning and opportunity space	We have researched a number of other authorities who have an academy approach. Next steps are to bring this learning together and share with the practitioner forum in order to shape this with them	
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