



# Improvement East

## Eastern Region Sector Led Improvement

<https://improvementeast.org.uk/about-us/>

### ABOUT US

Improvement East is the Eastern Region's Improvement and Innovation Alliance (RIIA). A collaboration of all eleven Eastern Region single and two-tier local authorities that work together to improve outcomes for Children and Young People in the East.

### ANTI RACIST PRACTICE IN CONVERSATION WITH BLACK MALE SOCIAL WORKERS

Along with Social Work England we piloted 3 sessions to hear the voice of Black Male Social Workers across the Eastern Region. A summary report along with actions is being finalised. Please reach out if you would like more information.

### DATA

- Updated SEND definitions, aligning measures with national guidance, are complete and have been shared with LA's.
- The regional SEND dashboard content is being aligned with the cross region SEND dashboard, including changing the collection year to a calendar year which will also align with the SEN2 collection and analysis.
- Initial SEND reform publications are out, and we are awaiting more information around reporting requirements.
- Work is underway to collect regional child level data for child in need and children looked for the 2025/26 in the summer.
- Benchmarking analysis looking at the use of kinship placements and if this affects other forms of permanency such as SGO/Adoption.
- We continue to support Commission East including the data for a regional sufficiency statement.

### THE EAST CURRENTLY HAVE 9 REGIONAL PRIORITIES THAT WE ARE WORKING ON:



**EMAIL US AT EASTERNREGIONCIB@NORFOLK.GOV.UK**

## WORKFORCE

### DfE Data collection for Agency Social Workers

Children's services across the Eastern Region are benefiting from a more consistent and transparent approach to managing agency social worker pay and workforce data. By aligning regional data collection with Department for Education standards, councils now have a clearer, shared picture of workforce pressures and progress. This will hopefully help with workforce planning and help to manage demand. The latest figures show over 93% of agency social workers are working within agreed pay caps, helping to control costs and promote fair pay while protecting frontline stability. A new national dashboard also allows authorised teams to easily check submissions and compliance, reducing duplication and improving oversight. Together, these changes support better workforce planning, greater consistency across the region and more sustainable services for children and families.

### Working together to strengthen SEND workforce data

Councils across the Eastern Region are working together to improve how SEND agency workforce data is collected and used. A shared, regional approach is being developed to support more consistent quarterly data returns, helping build a clearer picture of workforce pressures and capacity. By strengthening SEND data collection, partners will be better placed to plan services, anticipate challenges and support more stable provision for children and young people with SEND. This collaborative approach aims to reduce duplication, improve insight and ensure data is used meaningfully to inform decision-making across the region.

### Raising awareness of children's services apprenticeships across the region

During National Apprenticeship Week 2026, a coordinated regional campaign helped raise awareness of children's services social work apprenticeships as a credible and accessible route into the profession. Delivered through short-form digital content, the campaign reached wide audiences and directed increased traffic to the Workforce East Microsite. The activity generated strong early engagement and demonstrated the value of regional collaboration in supporting workforce supply. Shared campaigns of this kind provide a cost-effective way to promote careers in social work and strengthen the future workforce across the Eastern Region.





## Placement Sufficiency

### Commission East

We held our first Eastern Region Framework workshop on 15 April attended by Local Authorities, Residential and Fostering Providers which we held face to face, the theme was Relational Commissioning & Co-Design.

The next events behind held are:

- Workshop 2 - 13 May - Online - Quality, Outcomes & Service Alignment with Children's Needs
- Workshop 3 - 11 June - Commercial Sustainability - Cambridge
- Workshop 4 - 2 July - Online - Workforce Development and Continuous development .

### Eastern Collaborative Childrens Residential Network

Our quarterly meeting was held on 23 April and our next network meeting is on 8 October.

For the slides and our monthly newsletter of previous events please go to our website - <https://improvementeast.org.uk/eastern-collaborative-childrens-residential-network-eccrn-2/>

### Families First

We have established the Eastern Region Families First Partnership Forum, for regional support and collaboration.

The group meet every 6 weeks to share good practice and discuss regional data.

The Luton pathfinder has recently been hosting learning sessions on topics such as the MACPT, with regional colleagues in attendance.

## Outcome 3

A workshop on 'Coercive Control' was delivered on 12 February. The workshop equipped managers with practical tools to recognise coercive control, challenge victim-blaming narratives, and adopt systemic, safety-focused approaches to assessment and planning.

A second workshop, "The Changing Landscape of Domestic Abuse," was held on 12 March. Participants reported that the workshop provided clear, actionable guidance to help identify tech-related risks and integrate digital safety into assessments and interventions.

Feedback for both sessions has been extremely positive, with colleagues highlighting how the content will support their thinking and strengthen practice when working with children and families.

A workshop on improving the identification of and response to child sexual abuse (CSA) took place on 23 March The session challenged and supported practitioners to reflect on their practice. CSA has also formed a key theme within the Leadership Network and ongoing work within the Quality Assurance and CP Chairs networks.



### Leaving Care

A diagnostic of the Care Leaver offers across the Eastern Region has been completed with an action plan for the next year in place to support progress in our priority areas:

- EET & Travel Support
- Support for Care Leavers who are parents
- Adult eligibility & transitions
- Health of Care Leavers
- Support for Care Leavers in Custody

We also hosted webinars on Hertfordshire's Bus Pilot transport scheme and King Simpson hosted a webinar on Broken Attachment showcasing his powerful film 'Home' more details can be found on our website - <https://improvementeast.org.uk/care-leaver-experience/>

# SEND

SEND East facilitates collaboration among local authorities across the region to enhance all aspects of Special Educational Needs and Disabilities (SEND).

## What Communities of Practice and Networks are available?

- SEND Leadership Network
- SEND Quality Assurance Network
- SEND Strategic Leads Network
- SEND Operational Leads Network
- SEND Data Network
- Alternative Provision Network
- Inclusion Community of Practice
- Preparing for Adulthood Community of Practice
- Eastern Region Forum

If you would like to join or know more information about these groups please contact us.

[EasternRegionCIB@norfolk.gov.uk](mailto:EasternRegionCIB@norfolk.gov.uk)



## Participation events

### Primary

The primary age group had a strike at bowling in a range of venues. It was a fantastic experience for everyone, and for some, it was their very first time trying bowling. The young people embraced the challenge, supported one another, and had a brilliant time celebrating each success—big or small.

We also have a visit to a farm booked for when the weather is a bit warmer, and we are so excited for this!

### Secondary

The secondary-age group took part in a silent disco and explored different ways of expressing themselves. Through music, movement, they were encouraged to build confidence and embrace their individuality. The session created a relaxed and inclusive environment where young people could have fun with their peers.

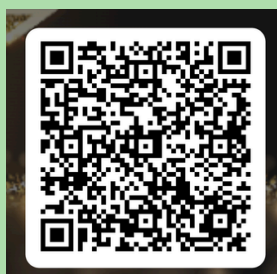
### Post-16

The young people have had an incredible time engaging with our online workshops. These were run by Curious Divergent and were both fun and informative.

This included collaborating in an escape room and exploring how to make work, work for you! We hope this supports their pathway onward, whatever they choose to do.

## Eastern Region Inclusion Celebration Event

**VOTE NOW!**



Across the 11 Eastern Region Local Authorities, individuals, schools, services and partnerships are going above and beyond to make a real difference for children, young people and families. These awards are a chance to recognise that impact and celebrate what exceptional inclusion looks like in practice.

**Voting closes on Friday 3 July 2026.**



# IMPROVEMENT EAST EVENTS



## FOR THE EASTERN REGION, BY THE EASTERN REGION

Over the last year Improvement East had the pleasure of helping deliver a range of exciting events on behalf of the Eastern Region. From a variety of conferences, to bi-monthly Anti Racist practice Webinars, Sharing workshops and Send Virtual Legal training.

A huge thank you to all that contributed and attended, for helping make these events a success. We are excited to share our upcoming events with you, and look forward to seeing you there!



## Eastern Region Anti-Racist Practice Conference



22nd January marked a truly inspiring milestone as we hosted the first Practitioners Anti-Racist Practice Conference in the Eastern Region. With more than 160 colleagues in the room, the sense of shared purpose and commitment to meaningful change was unmistakable.

We were honoured to hear from Maria Takaendisa, whose keynote was powerful, insightful, and deeply grounding. Her reflections set the tone for a day centred on honesty, learning, and collective responsibility.

We were also joined by BAFTA-nominated King Simpson, who shared his remarkable short film Home and offered a thoughtful Q&A exploring themes such as broken attachment and lived experience. His openness and perspective added a profound layer to the conversations that followed.

[Watch 'Home' here](#)

The afternoon workshops, led by leaders from across our region, focused on how we can bring the regional anti-racist pledge to life in practice. These sessions were rich with ideas, challenge, and practical steps — exactly what's needed to keep this work moving forward.

What stood out most was the pride and determination in the room. The commitment to sustaining momentum and embedding anti-racist practice across our services was clear, and it was energising to be part of it.

A huge thank you to everyone who contributed, attended, and helped shape such a powerful and purposeful day. The work continues — and so does our collective commitment to doing better.

**KEEP UP TO DATE WITH OUR FUTURE  
EVENTS [HERE](#)**



## Eastern Region ADASS & ADCS Transitions Conference



On Wednesday 11 February, we brought together colleagues from children's and adults' services, partner organisations, and individuals with lived experience for a joint Regional Transitions Conference.

The day opened with an insightful and thought-provoking keynote from Dez Holmes (Research in Practice), who explored the critical theme of Transitional Safeguarding and what it means for how we support young people as they move into adulthood.

We were also privileged to hear an exceptional keynote from young people in Central Bedfordshire, who shared their lived experiences of transitioning from being in care to becoming Care Leavers.

In the afternoon, delegates took part in a workshop session that enabled colleagues from each local area to collaborate in identifying examples of good practice and potential solutions to strengthen transitions in their communities. The ideas and information gathered have since been collated to inform and support future work in this important area.

## UPCOMING EVENTS

**13  
MAY**

EASTERN REGION ANTI RACIST PLEDGE ONE YEAR ON - [BOOK](#)

**14  
MAY**

EASTERN REGION GLOBAL MAJORITY REFLECTIVE SPACE - [BOOK](#)

**20  
MAY**

EASTERN REGION KINSHIP CARE SHARING WORKSHOP - [BOOK](#)

**2  
JUNE**

EASTERN REGION OHANA SHARING WORKSHOP - [BOOK](#)

**11  
JUNE**

EASTERN REGION ANTI-RACIST PRACTICE ALLYSHIP WEBINAR - [BOOK](#)

**9  
JULY**

NERVOUS SYSTEM INFORMED ANTI RACIST PRACTICE: THE IMPACT OF TRAUMA, INTERNALISED RACISM AND VICARIOUS TRAUMA ON SOCIAL WORK - [BOOK](#)

**10  
JULY**

EASTERN REGION GLOBAL MAJORITY REFLECTIVE SPACE - [BOOK](#)

**11  
AUG**

GO EAST MEET UP

**10  
SEPT**

EASTERN REGION GLOBAL MAJORITY REFLECTIVE SPACE - [BOOK](#)



# IMPROVEMENT EAST SOCIAL MEDIA



## New Microsite and SEND Workforce campaign

We have launched our new Regional Workforce microsite - we would value your feedback and sharing and a SEND Workforce campaign on LinkedIn and Tik Tok.

[www.workforceeast.org.uk](http://www.workforceeast.org.uk)

[www.improvementeast.org.uk](http://www.improvementeast.org.uk)

The screenshot shows the homepage of the Workforce East website. At the top left is the logo for Workforce East, which includes a colorful starburst icon and the text "Workforce East Children & Families Jobs in the Eastern Region". To the right of the logo is a navigation menu with links for "About Us", "Career Planning", "Articles", "Explore Jobs", "FAQs", and "Contact Us". Below the navigation is a search bar with the text "Search for Children and Families jobs in the Eastern Region". The search bar includes a search input field, dropdown menus for "Authority", "Category", and "Employment type", and buttons for "Search" and "Show All". Below the search bar is a large banner image of a woman's face with the text "Children and Families jobs in the Eastern Region" and "A place where you can be agent for change".

**SEND Workforce Campaign**

Your skills could open the door to a rewarding career within SEND. For many people, the idea of working in SEND feels out of reach, with the assumption that it requires a completely new set of qualifications. But often, the experience and skills you have already built, from resilience and problem-solving to communication and self-regulation, can be the very foundations of a meaningful career in this space.

**Your next chapter in SEND**

The graphic features a purple background with a lightbulb icon containing a brain, a colorful starburst logo, and the text "Eastern Region". A woman in a white shirt and red lanyard stands next to a whiteboard that says "SEND". Below her is a row of purple silhouettes representing a group of people.