



COMMISSION EAST –

Developing Regional Fostering and Residential Frameworks

Workshop # 4– ONLINE Teams

Workforce Development and Continuous Improvement

Thursday 2nd July 2026

Local Authorities we work with:



Feedback from Workshops: Key Principles / approach



Balancing Priorities -
The Frameworks must provide a fair balance between provider interests and affordability for local authorities.

Simplicity and Robustness – The Frameworks should be simple (to encourage participation) yet robust against legal scrutiny.

Sustainability Focus –
Aiming to build a sustainable system minimising frequent renegotiations and administrative burdens.

Open Discussion Principles – Workshop conducted respectfully, and empathetically, challenge the ideas not the person, developing a joint sense of reimagining how we can work together

Essex
Luton
Suffolk
Thurrock
Cambridgeshire
Bedford Borough
Central Bedfordshire
Peterborough
Hertfordshire
Southend
Norfolk



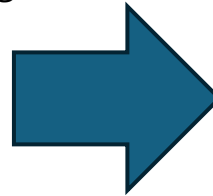


4. Workforce Development and Continuous Improvement

Focus: Ensuring the provider market and Local Authorities have a skilled, stable, values-driven workforce capable of delivering the services required by regional demand.

Feedback from Exercise:

- *Disruption support*
- *Training in-depth*
- *Barriers to coproduced referrals*
- *Everything through the eyes and experiences of a child*
- *Consider - Too many opinions (in a nice way) to consider everything as we all have our own needs and agenda*
- *No 3000 word essays needed*
- *Stability*
- *Sourcing and securing of arrangements based on the right arrangement for the right child - not the cheapest option System??*
- *Meeting needs of our children Good co-ordination for children's best outcomes*
- *Transparent info in referral info*
- *Matching*
- *Lack of carers*
- *Outcomes for children*
- *Timed referrals*
- *Right place right time*
- *Referral triaging*



Core components:

- **Standardised Home find form – pilot starting**
- *Crafting the right referral – how do we complete a good referral?*
- *Training offer for framework partners.*
- *Social value – apprenticeships, Gyms, clubs, local employment.*

Outputs:

- *Single regional referral process and product*
- *F/W training offer*



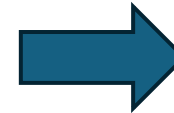
Regional Home Finding Form - update

Provider feedback

- Revised forms are clearer and easier to read, helping providers decide more quickly whether a referral can be accepted.
- Information is better structured, coherent and detailed, supporting risk assessment, placement matching and initial placement decisions.
- Suggested improvement: add a placement chronology section, including previous placement breakdown reasons.

LA feedback

- Simplify and Streamline the form – Reduce length, duplication and completion time, particularly for emergency placements.
- Improve relevance for care leavers and 18+ placements – Include appropriate options, terminology and pathways for older young people.
- Focus on current needs and placement matching – Prioritise current support needs while retaining the strengthened risk assessment section.



Next Steps

- Create V2- incorporating feedback from this form and other forms that have been created.
- Secure more pilot sites for further testing.





LA Discovery for regional support. What is currently provided?

Questions posed to the local authority partners:

- What feedback have you had from providers about what their training needs are?
- What is your current provider training offer including charge rates?
- How is your training delivered (in person / virtual / e-learning)*?
- What could we offer regionally





LA Discovery Findings – key areas

- Mandatory training e.g. Safeguarding
- Good quality subject specific speakers at forums
- Community safety / Public Health -
- Housing pathways and options training
- Other agencies - Police (Philomena Protocol)
- Improvement East regional Registered Manager offer





Q1. What regional training would build and sustain a skilled workforce and support your children?

- In terms of the issues around retention, and recognising the pressures faced by providers how could we support you (e.g. sessional teams in house)?
- Is the right training in place to help deal with an issue like placement stability?
- What support could help avoid placement breakdowns?
- What should our regional response be to Ofsted RI
- Referrals training offer – what exists / does it work / is it good enough, separate or together?
- What does your workforce need?





Continuous Improvement

“If you always do what you always did, you will always get what you always got.”

— Albert Einstein

Continuous Improvement -An ongoing, long-term approach to enhancing services and processes which focuses on making small, incremental changes based on feedback, reflection and analysis. The goal is to maximize efficiency, increase quality and customer satisfaction and deliver optimal outcomes.



Q2. What regional structures and mechanisms do we need to put in place to support continuous improvement, shared learning, and workforce development across the framework.



- What information should be regularly shared between LAs and providers who are using the framework?
- How do providers currently give feedback — what works / doesn't?
- Where do issues get 'stuck' at the moment?
- What would a *good* feedback loop look like in practice?
- How often should feedback be gathered and acted on?
- Who should own and coordinate this locally vs regionally CE vs LA
- What networks already exist?
- What would make providers want to engage in regional activity





Eastern Collaborative Children's Residential Network

Please e-mail Gemma Coxen to be included in the distribution for the next manager event–
easternregioncib@norfolk.gov.uk

Our next **Eastern Collaborative Children's Residential Network (ECCRN) Is Thursday 8 October** - [Eastern Collaborative Children's Residential Network \(ECCRN\) – Improvement East](#) – again email Gemma at the above e-mail address for an invite

Useful links and previous slides - [Eastern Collaborative Children's Residential Network \(ECCRN\) – Improvement East](#)

