

# Cabinet

17 May 2022

## Re-procurement of the Learning and Development Framework for Children's and Adults and Housing Services

### For Decision

**Portfolio Holder:** Cllr A Parry, Children, Education, Skills and Early Help

**Local Councillor(s):** n/a

**Executive Director:** T Leavy, Executive Director of People - Children

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**Report Status:** Public

### Brief Summary:

This purpose of this report is to request a decision from cabinet to approve a tender of framework contract for Learning and Development activities for Children's Services, the Pan-Dorset Safeguarding Children Partnership (PDSCP) and Adults and Housing Services. The current framework expires in March 2023

The framework will provide an approved list of training providers that can bid to deliver courses which meet our statutory requirements and ensures the workforce are skilled.

The new framework will be opened periodically to allow more providers to join, leading to healthy competition in the market, best value and a wider choice of quality provision. The framework will operate for 4 years, ending in March 2027.

### Recommendation:

The Cabinet is asked to consider the contents of this report in respect of the proposed framework and that Cabinet agree:

1. To commence the procurement process, award contracts and implement the framework as per timetable summarised in 1.4
2. The further step of making any framework award should be delegated to the Cllr Andrew Parry, as Portfolio Holder for People – Children’s, after consultation with Theresa Leavy, Executive Director People – Children’s.

**Reason for Recommendation:**

1. Cabinet is required to approve all key decisions with financial consequences of £500k or more
2. The current contractual arrangements will come to an end in March 2023.
3. To be compliant with procurement legalisation, to ensure best value and quality of training provision

**1. Report**

- 1.1 Adults and Housing Services and Children’s Services, including the Pan-Dorset Safeguarding Children’s Partnership (PDSCP) are committed to:
  - delivering high quality services
  - embedding a learning culture where the workforce is motivated and continuously strives to improve so they can deliver better outcomes for the residents of Dorset
- 1.2 The council is committed to the provision of a comprehensive learning and development offer, which meets statutory requirements and supports achievement of the council’s People Strategy 2019-2024. It enables the workforce to utilise the opportunities emerging from new technologies and the latest academic theory to inform evidence-based practice.
- 1.3 The PDSCP is responsible for providing multi-agency safeguarding training which enables those working with children and their families to work effectively to safeguard and promote the welfare of children.
- 1.4 The current framework ends in March 2023, and so to enable sufficient time for tendering activity, contract award and implementation for an April 2023 start procurement activity needs to commence in June 2022. The timeline for implementation is provided in the table below:

<b>Date</b>	<b>Activity</b>
June 2022	Tender go live
August 2022	Tender Evaluation
Sept 2022	Contract Award
October 2022	Commence mini-competitions
April 2023	Commence delivery

- 1.5 The framework will provide an approved list of training providers that can bid to deliver courses which meet our statutory requirements and ensures the workforce are skilled.
- 1.6 Unlike the previous framework, the new framework will be opened periodically to allow more providers to join, leading to healthy competition in the market, securing best value and a wider choice of quality provision.
- 1.7 Having a shared procurement approach in both Directorates means that although we may commission different courses, we are using the same pool of providers, so there is continuity in our offer. When we do deliver similar topics, we can work together to procure. Below is feedback from a course commissioned jointly, showing the impact of this joined up approach on the delegate's thinking about practice in relation to whole family working:
  - a. "The training was very well presented and highlighted areas around whole family working is considered to ensure a holistic view is taken. It has provided a good source of information to draw upon when working across children and adult services"
  - b. "The training reinforced the importance of accurate information gathering from a range of services to inform the transition from children services to adult services"

## **2. What does this mean for our residents?**

- 2.1 Effective training supports our workforce to be able to meet the needs of residents in the most effective way, in line with best practice and latest evidence and ultimately results in residents and communities being better supported.
- 2.2 Securing the most appropriate trainer, including those with lived experience has a direct impact upon how officers work with individuals and communities to meet their needs. The feedback below is a common response from those who attend training:

- a. "I will be so much more mindful of the language that I use and the outcome of the response that I am hoping to receive by asking the correct type of question. I have also learnt how to be much more effective when listening to someone else's goal setting and the importance of them doing this, not me."
- 2.3 The Directorates identify learning from audits, reviews, research and feedback which informs the training programme ensuring it is focused on improving on the outcomes for residents. Learning interventions have included:
- practitioner events to learn from Safeguarding Practice Reviews
  - a suicide prevention learning event
  - launch of trans-awareness and inclusion training and resources
  - development of practitioner toolkits on a range of themes e.g., domestic abuse

### **3. Financial Implications**

- 3.1 Service budgets incorporate the funding requirements set out in this report. The anticipated maximum value of the contract award over 4 years is £2,176,820, which is £544,205 per annum.
- 3.2 The breakdown of budget allocation for 2022/23 is:
- a. Children's Services: £240,300
  - b. PDSCP: £60,000
  - c. Adults and Housing Services: £243,905

### **4. Climate Implications**

- 4.1 A procurement system which allows a broader range of providers to bid for opportunities should increase the number of local providers joining the framework.
- 4.2 Local provision is supportive of the environmental agenda as local providers will be travelling shorter distances than providers outside of the County to deliver training. This also supports the Councils 'buy local' agenda.
- 4.3 A broader pool also means that the Council will be encouraging a higher quality of virtual delivery as there will be greater competition. This will mean that some training can remain virtual outside of the restrictions the pandemic created, therefore reducing the environmental impact of people travelling to face to face delivery of training.

## **5. Well-being and Health Implications**

- 5.1 Ensuring that Council officers are safe and competent to practice supports the health and wellbeing of residents, as officers can provide the right support, advice and guidance at the right time in order to support people to live well.
- 5.2 A good training offer supports the wellbeing and health of staff as it supports staff to feel confident in their work which reduces stress and anxiety which can be detrimental to both physical and mental health.
- 5.3 It encourages staff to share experiences and learn from others which develops connections and sense of shared purpose which is positive for self-esteem and moral.
- 5.4 A good learning and development offer also demonstrates that the organisation values the workforce. These factors support wellbeing and health of individuals but also the health of the organisation through supporting staff retention.

## **6. Other Implications**

### **7. Risk Assessment**

- 7.1 Having considered the risks associated with this decision; the level of risk has been identified as:

Current Risk: Low

Residual Risk: Low

### **8. Equalities Impact Assessment**

- 8.1 As this is a re-procurement of an existing framework that aims to increase the choice of training provision, it was concluded that an Equality Impact Assessment was not necessary.
- 8.2 The specification for this framework will include an equalities and diversity section, with requirements such as:
  - ensuring training is accessible and inclusive for everyone
  - case studies and examples used in training reflect diversity
  - training delivery is fully compliant with equality and diversity law and good practice

## **9. Appendices**

N/A

## **10. Background Papers**

[Dorset Council People Strategy 2019 to 2024](#)