

Item : Staff Reference Group (Better Together) Report

Southampton Children and Learning
Improvement Board
16th November 2020



Purpose, membership and operations of Better Together WHY?	Identified Priorities WHAT?	Measuring Success HOW?
<ul style="list-style-type: none"> ❖ Better Together was established in response to a recommendation from a recent investigation report which identified the need for senior managers to consult with relevant staff to build an opportunity for free flowing feedback between operational and strategic workstreams and managers - a “you said, we did approach”. ❖ All teams in Children and Learning volunteered a representative, with 35 members making up the Better Together group. ❖ The aim of the group is to shift the culture within parts of the service and enable an open dialogue between decision makers and front line staff...in turn, staff begin to feel valued and outcomes for children and young people are improved. ❖ All areas of the directorate can contribute to service improvement and hold accountability for the collective vision to best meet the needs of children and young people. ❖ The group will meet monthly and report to the Improvement Board. The Co-Chairs of Better Together will act as a conduit between the two. 	<ul style="list-style-type: none"> ❖ Following the first meeting of Better Together, 5 key priorities were identified by the workforce representatives. They are: <ul style="list-style-type: none"> ➤ Prevention and Early Intervention ➤ Provision for Adolescents ➤ Mental Health of Children and Young People ➤ Learning and Development ➤ Understanding each other and our roles within Children & Learning. ❖ The Better Together group has been divided into 5 working parties, each taking a lead for one of the priorities. ❖ Each working party has a broad mix of teams from all parts of the service, with key skills and knowledge evenly distributed for optimum input and impact. ❖ The challenges and opportunities for success within each priority will be reported back to the Improvement Board and the decisions made there will shape the work going forward. ❖ The reports from each working party will be brought to the next Better Together meeting on 2nd December 2020. 	<p>Key to the success of Better Together will be that staff feel valued and outcomes for children and young people are improved.</p> <p>How will we know?</p> <ul style="list-style-type: none"> ❖ Survey of staff views ❖ Working parties have SMART plans which are in development. They will identify the specific success measures of each priority and will be brought to the next Improvement Board meeting for consideration.