

## Care of Children in Jersey Review Panel

### Written Submission

#### Family Nursing and Home Care – 20th December 2017

Family Nursing & Home Care welcomes any interventions that will enhance the safety and the care that children receive in Jersey. We welcome the appointment of a Children's Commissioner which is a long awaited independent addition to the Island's children's workforce. The external scrutiny focusing on Children's Services and the services for children provided by all other agencies will bring confidence to all Jersey residents and is the right thing to do.

We make specific comment to the following of the Recommendations where we feel they may benefit from being enhanced:

#### **Recommendation 4 – Building a Sustainable Workforce**

Although we are in agreement with the overall content of Recommendation 4 we would like to see a widening of the focus which currently appears to be focussed on HSSD Children's Services. It is of vital importance to the Island's children that **all** agencies providing services to children are considered equally.

Specifically in relation to points 10.3 to 10.5 the ability to build a "sustainable workforce" depends upon effective multi agency working and therefore the successful improvement of recruitment must include all levels of staff working across the Island's children's services. This should not be limited to children's social workers but should also include all of the children's nursing workforce, whether they are delivering services through HSSD, FNHC, or elsewhere, who face equal challenges.

Specifically from FNHC's perspective, to ensure sustainability of our commissioned services, there needs to be focus on the recruitment and retention of Health Visitors, Children's Community Nurses, School Nurses and the Looked After Children's Nurse.

Further to this, point 10.14 mentions HSSD Children's Services staff going through Managers to Leaders training. Again this needs to be widened across all agencies who provide services to children.

#### **Recommendation 5 - Legislation**

We feel that Recommendation 5 should go further in terms of enshrining Children In Need in to legislation. This is a vitally important to ensure these children receive multi agency support at the earliest opportunity and formally have their needs responded to.

#### **Recommendation 7 – The 'Jersey Way'**

We feel that that Recommendation 7 is aimed at very senior positions. It is essential that values and attitudes are aligned at all levels of staff working with children across the Island.

We trust you will find these comments useful in formulating your current review.