National College
for Leadership of Schools
and Children's Services

DCS Leadership Provision

In partnership with:

cwdc Children's Workforce Development Council

ADCS Leading Children's Services

Supported by:

ADCS virtual staff college
Developing People : Building Capacity

Inspiring leaders to
improve children's lives

Overview

National College
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As part of the 2020 Children and Young People's Workforce Strategy the National College, in December 2008, was asked to:

- lead on a development programme which will offer structured training and support to every DCS and those close to stepping up to that role in partnership with the ADCS, CWDC and the Virtual Staff College
- chair a group of partners to develop proposals for a more coherent offer of support for senior and middle managers throughout the children's workforce

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National College for Leadership of Schools and Children's Services

- Inspiring new leaders
- Great leadership development
- Empowering successful leaders
- Shaping future leaders

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Enablers

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- A focus on partnership and collaboration – working with others in the interests of children and young people and the wider system.
- Using the best leaders to help to lead the system – so professions lead themselves and leadership development is sustainable.
- A 'local solutions' approach, where context matters, the solutions to challenges are jointly developed with the people in localities, and capacity is developed to support continuing improvement.
- Ensure work is informed by the needs and expectations of leaders so that it is grounded in best practice and the realities of their work.
- An absolute commitment to moral purpose - making a difference to children, young people and their families.

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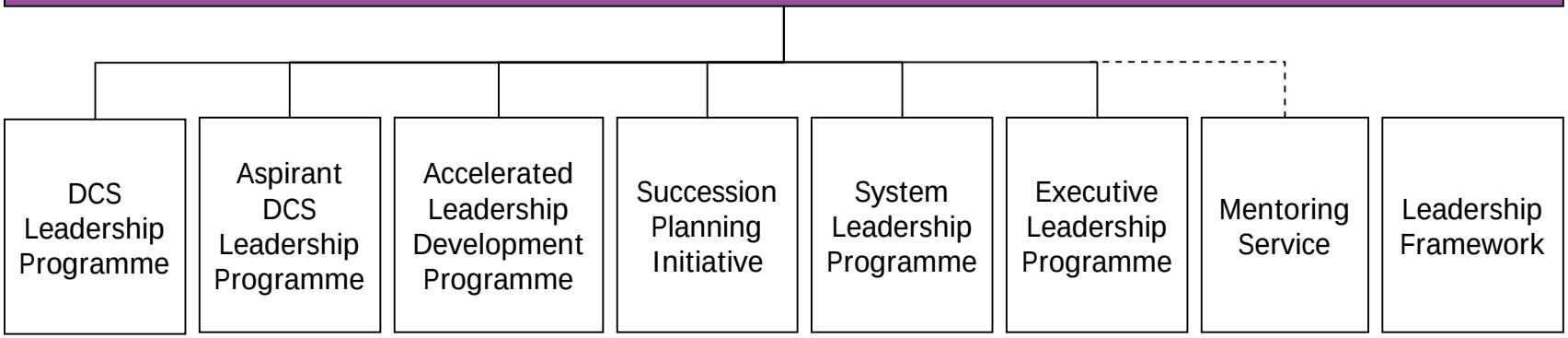
Children's Services Leadership Provision



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Design principles

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- Personalised
- Case-based problem solving approach
- 'Learning on the job'
- Develop DCSs and their team
- Coaching and mentoring opportunities
- Peer support

The Children's Services Leadership Provision: Research

- The average age of DCSs is 53 years
- The vast majority of current DCSs describe themselves as White British
- Just over half of current DCSs are female

The average age of Tier-2 managers is 51 years

The average age of those who said the option of becoming a DCS appeals to them is slightly younger at 50 years

The average age of Tier-3 managers is 50 years

The average age of those who said the option of becoming a DCS appeals to them is younger at 47 years

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What children and young people say….

National College for Leadership of Schools and Children's Services

- Be fun!
- Keep things simple – stop using jargon
- Communication is important, no matter what your role is
- Open your eyes to new technologies
- Break down barriers to communities
- Accept criticism from children and young people
- No matter who, try to inspire!
- Allow staff to broaden their horizons
- Take risks, be innovative, learn from mistakes
- KEEP SMILING!

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