

The Road to Excellence

Our vision - Leicestershire is the best place for children and families

What we'll do

Our priorities

- High quality evidence-based practice
- Strong and effective management oversight

Our focus

We will:

- Ensure consistently good services for children and their families
- Engage them in a timely and proportionate way to bring about better outcomes
- Enable families, when safe to do so, to successfully parent their children
- Enable children to live within their family network
- Provide good quality care when children need to be looked after
- Act in a timely way to provide permanence for children who cannot be kept safe by their families
- Robust commissioning and contract compliance

How we'll do it

Embedding excellent practice

Consistent use of signs of safety model
Application of our practice framework
Application of new work standards
Inclusive practice
High quality of assessment planning and recording
Rigorous decision making
Quality supervision
Compliant commissioning and contracting

Developing policy and performance

Review and improve key policy documents
Effective use of accurate data
Effective management oversight
Appropriate caseload size

Taking the right action, at the right time

Ensure a strong 'front door'
Achieving permanency for children
Quality pathway plans
Good post adoption and therapeutic support
Young people enjoy education, employment and training
Help to keep families together

Being a learning organisation

Quality assurance framework
Develop progression routes for social workers and managers
Learning from improvement activity
Clear communication disseminates learning
Workforce strategy supports a learning organisation

What success will look like

- Increase in number of school age children who receive specialist support for emotional wellbeing
- Performance indicators evidence improving outcomes for children and young people
- Routine audit shows consistent application of thresholds, improved quality of assessment and care planning and strong management oversight at all stages of a child's journey
- Feedback from children, young people and families evidences quality and positive impact of interventions
- All of the above are clearly influencing service design and delivery
- % of children subject to a repeat child protection plan for a second or subsequent time reduces year-on-year
- Length of time children are subject to a child protection plan reduces year-on-year
- Length of time that children are looked after before a permanency decision reduces year-on-year
- Number of appropriate and proportionate post adoption support packages increases year-on-year
- Number of support packages offered to birth parents increases year-on-year
- Proportion of children in care and care leavers in education, employment or training increases year-on-year
- Improved timeliness from contact to completion of assessment
- % of children remaining in the same placement for three years or more

Four behaviours that underpin everything

Voice

Listening to and responding to what the child and family tell us

Signs of safety

'Doing with' and not 'doing for' or 'doing to'

Outcome focussed

Striving to improve children's and families' lives

Leadership

Everyone is responsible and accountable

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