

Our Vision

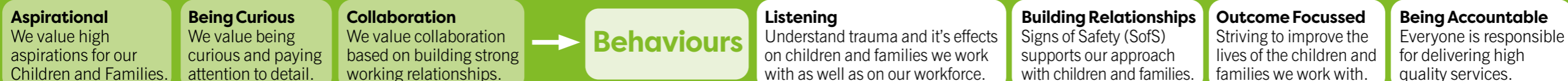
For Leicestershire to be the best place for all children, young people and their families

Our Ambitions for 2021 - 2023

- Help every child to get the best possible start in life
- Help children and their families build strength, resilience, confidence and capacity
- Help children in Leicestershire to live in safe, stable environments and have secure attachments
- Help every child to have access to good quality education to ensure they achieve their maximum potential.



Core Values and Behaviours that underpin everything we do



Our pledge for children

Each member of staff pledges that:

- We will put you (children and young people) at the heart of everything we do and celebrate your uniqueness and diversity
- We will listen and value what you tell us and your voice will inform decision making and help us design services
- We will help you to feel safe and where possible this will be with your family
- We will visit you regularly and help you to understand why we are helping you and your family
- We will make sure you always have a timely and detailed plan and support your aspirations for your future
- If you are not able to be in the care of your family we will make decisions about your long-term plans without delay. (see our promise to children in care).

Our leaders and managers pledge to:

- Challenge and support plans at all levels to achieve the best outcomes for children and young people without delay
- Value and enable good relationships between front line practitioners and families by prioritising a stable workforce
- Create a culture where relationship-based practice can flourish using high quality regular supervision offering high-support and high-challenge
- Understand trauma and it's effects on children and families we work with as well as on our workforce
- Know what is happening in frontline practice through direct observation and conversation with our staff.

How we will do it

Embedding excellent practice

- Intervention informed by robust evidence based decision making
- A joined up approach built on consistent high quality targeted Early Help and Social Care advice within Education, Health and Care (EHC) Plans
- Reflective supervision to support effective practice with challenge and robust management oversight
- Clear records to capture the child's journey in language they understand.

Taking the right action at the right time

- A strong whole family approach based on effective relationships between staff, children and families
- Strong multi-agency partnerships across all tiers of intervention
- Preventing delay at all stages especially permanence
- Creating sustainable exit plans and building on family networks keeping families together where this is safe
- Commitment to our preventative work in early support related services (Early Help).

Developing policy and performance

- Practice led recording systems to allow staff to focus on time with children
- Up to date policies, procedures and standards that underpin consistent practice
- Well commissioned services for children in care including alternative education provision
- Strategic approach to support recruitment and retention of staff
- Defining children's services for the future based on staff expertise and innovation.

Being a learning organisation

- Using data and audit to know ourselves well and inform our learning
- Establish a shared value base, owned by our workforce
- Sustain a stable and well supported workforce, celebrating diversity and delivering excellent training and development.
- Being risk sensitive, based on valuing family strengths and using effective safety planning.

What success will look like

- Effective early help and support will reduce the number of children requiring social work intervention or support through an EHC Plan
- Children and families will tell us that we have made a positive difference to their lives
- Performance indicators evidence improving outcomes for children and young people
- Routine audit shows consistent application of thresholds, improved quality and timeliness of assessment and robust care planning driven by strong management oversight
- We will have examples of where children and families have helped us to develop our services
- Staff will tell us that streamlined systems and processes mean that they can spend effective time with children
- We will retain a highly skilled, committed workforce who have shared values
- Where children and young people cannot safely live at home decisions about legal and emotional permanency are robust and timely.



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