

Leicestershire Children and Family Services Departmental Plan 2024 - 2026



This plan sets out our ambition for children and our high-level priorities for Leicestershire County Council's Children and Family Services Department for the next two years. Our vision is for children and young people in Leicestershire to be safe, nurtured, loved and supported to succeed.

The plan has been informed by what children, young people and families have told us about their needs and experiences, this has helped shape our priorities across the plan and in turn the services across the Department.

What Children, Young People and Families have told us



To make things even better we could keep the same worker even if our situation changes, instead of having to change workers in the same service when our issues change

It's important that families know where to go and get help so access to the Family Hub makes that's easier

Our worker listened to us and the children, planned and did what she said she would do for us. She was clear about not making promises to us she couldn't achieve."

My worker asked what was needed. No-one has ever asked us that before.

Really like the idea of shared front door, then we don't have to retell our story again and again, professionals working together always benefits us in the long run

I need adults to explain what meetings are about and what they are for clearly because I do not know all of the big words used

I feel we are called Children in Care too often. This feels like a negative label and makes me feel different.

I would support this (Family Help) way of working, you'll get families to engage more in work if you help them rather than telling them what to do

Truly listening to families and creating real change through their voice. Where things are not possible, to be bought in, that being explained why.

As Children in Care Council members, we have and share personal experiences which are really important in helping to improve life for other young people who don't have a voice or are unable to speak out.

'It is really important that people listen to the families when in need, don't just tell them what they have to do, help them'



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What we will do

One Vision
For all children and young people in Leicestershire to be safe, nurtured, loved and supported to succeed in caring and inclusive communities.

Three Ambitions
We want to support all children and young people to:

- Build Strong Foundations**
- Be Safe and Belong**
- Enjoy and Achieve**

Ten priorities

To support children and young people to Build Strong Foundations we will:

- Support parents and babies, before and after birth, to create the conditions where stress is reduced, positive bonds and attachments can be formed, and language and communications skills can be developed
- Work in partnership to identify those children who would benefit from support and provide co-ordinated services at the earliest opportunity
- Support children and families to build strength, resilience, confidence and the skills to find their own solutions wherever possible

To support children and young people to Be Safe and Belong we will:

- Work in partnership to ensure risk is understood and reduced and targeted support is provided at the right time, in the right place and by the right service
- Ensure children in care and care leavers feel they have a stable, safe, loving home where they belong
- Ensure children and young people who are most vulnerable are protected, are safe from harm and supported

To support children and young people to Enjoy and Achieve we will:

- Ensure every child has access within their community to good quality, inclusive education that enables them to achieve their full potential
- Focus on learning and readiness for learning as a driver of wellbeing for all children and young people
- Ensure that children who have additional needs and vulnerabilities are supported in the right place, at the right time in order to narrow the gap
- Work with schools and educational settings to ensure there is a clear understanding of the impact of poverty and trauma to ensure that children are not disadvantaged from accessing education



- Strategies that will underpin delivery of the Plan**
- Business Intelligence Strategy
 - Care Placements Strategy
 - CFS Placement Sufficiency and Market Position Statement
 - Community Safety Strategy
 - Corporate Parenting Strategy
 - Early Help Strategy 2023-26
 - Maternity and Early Years Strategy 2023-26
 - Permanence and Adoption Strategy
 - Recruitment and Retention Strategy
 - Road to Excellence 2024-26
 - SEND Joint Commissioning Strategy
 - Transforming SEND and Inclusion in Leicestershire
 - Voice and Influence Strategy
 - We Care Strategy
 - Youth Justice Plan 2023-26



How we will know if we've made a difference

We will use the voice of children, young people and families to shape our priorities and we to measure our success, along with key indicators including:

Children in care

- ➔ Child protection cases which were reviewed within timescales
- ➔ Children becoming subject to a Child Protection Plans for second or subsequent time
- ➔ Re-referrals to social care within 12 mths
- ➔ Assessments completed within 45 days
- ➔ CPP lasting 2 yrs or more open at the end of the quarter
- ➔ Children in same placement for 2+ years or placed for adoption
- ➔ Care leavers in suitable accommodation
- ➔ Care leavers in education, employment or training
- ➔ Children in care who have had dental checks within last 12 months (at end of period)
- ➔ Children in care who have their annual health assessment within last 12 months (at end of period)

Free Early Education Entitlement

- ➔ Eligible 2 year olds taking up their FEEE
- ➔ Eligible 3 year olds taking up their FEEE
- ➔ Eligible 2 and 3-year olds taking up their FEEE in a high-quality early years provision

Schools

- ➔ Primary schools rated 'Good' or 'Outstanding'
- ➔ Secondary schools rated 'Good' or 'Outstanding'
- ➔ Pupils in Good or Outstanding schools
- ➔ Applicants obtaining their first preferences for first time admission to Primary school
- ➔ Secondary pupils achieving their first preference for Secondary transfer
- ➔ Young people aged 16-17 not in education, employment or training
- ➔ Permanent exclusions as a % of School population
- ➔ Children receiving at least one fixed term suspension as a % of School population

Reception pupils

- ➔ Reception pupils reaching a 'Good level of development'
- ➔ Reception pupils with Free School Meals (FSM) status achieving 'Good level of development'
- ➔ Reception pupils with Education, Health and Care Plans achieving 'Good Level of Development'

Key Stage 2

- ➔ KS2 - pupils achieving expected standard in Reading, Writing and Mathematics
- ➔ KS2 - Expected level in Reading, Writing and Maths - pupils eligible for FSM
- ➔ KS2 - Expected level in Reading, Writing and Maths - EHCP
- ➔ KS2 - Expected level in Reading, Writing and Maths - SEN Support

Key Stage 4

- ➔ KS4 - Progress 8
- ➔ KS4 - Progress 8 (FSM)
- ➔ KS4 - Progress 8 (EHCP)
- ➔ KS4 - Progress 8 (SEN Support)

Youth Justice

- ➔ No. of first-time entrants to the criminal justice system aged 10-17 (year to date)
- ➔ Re-offending by young offenders
- ➔ Instances of the use of custody for young people



Appendix 1

Leadership and Management Expectations

Lead

- With integrity, purpose and clear expectations
- With empathy, innovation and creativity
- With high support, high challenge and high expectations
- By valuing others, being inclusive, being ally to those around you and challenging barriers
- With a clear vision that demonstrates ambition for children, families, the workforce and services

Grip

- Decision making takes place at the appropriate level, is under- pinned by clear rationale and has children at its heart.
- Manage and lead staff, performance and budgets effectively and efficiently
- Using performance and service improvement activity to drive strong service delivery

Ownership and accountability

- Of services, teams and the child's journey
- Is shared - 'One Department'
- Issues are escalated as necessary

Values and behaviours

- We will model the values and behaviours we expect of others
- We will listen to and hear the voice of children, families and staff
- We will provide a safe, compassionate and inclusive environment that recognises the impact of trauma on our children, families and our staff

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