



Our Vision Leicestershire is a place where children can build strong foundations; be safe and belong, enjoy and achieve.

Our Service Priorities for 2024 – 2027

- Children young people and families stay together and get the help they need
- Children and young people are supported by their family network
- Children and young people are safe in and outside of their homes
- Children in care and care leavers have stable loving homes

Core Values and Behaviours – the foundation for practice

Core Values	Aspirational Achieving the best outcomes for children and families	Behaviours	Professional Kindness Understanding trauma for children, parents and colleagues
	Being Curious Digging for detail using purposeful practice		Active Listening Listening to build robust solutions
	Collaboration Building relationships built on the Signs of Safety approach		Outcome Focused Creating measurable improvements for children and families
			Being Accountable Everyone is responsible for high quality practice

Our pledge for children

Each member of staff pledges that:

- ▶ We put you at the centre of everything we do, celebrating your uniqueness and diversity
- ▶ We listen and value your views to help make decisions and design services around you
- ▶ If you cannot safely live with your family, we make sure that you can develop a sense of belonging and have a clear plan for the future in a family environment
- ▶ We help you feel safe and if possible this will be with your family network.
- ▶ We visit you regularly. Our visits have purpose and help you understand why we are supporting you and your family
- ▶ We work with other agencies to use their skills and expertise to get you the best help
- ▶ We avoid delay in making plans that are clear, purposeful and ambitious for your future

Our senior leaders and managers pledge to:

- ▶ Create an environment where effective practice can flourish
- ▶ Challenge and support your plans to achieve the best outcomes for you without delay
- ▶ Promote relationship-based practice based on high quality regular supervision with visible high-support and high-challenge
- ▶ Build strong relationships between front line practitioners and you and your family with a stable workforce
- ▶ Applying trauma informed practice to support you and your family and our workforce
- ▶ Keep in touch with frontline practice
- ▶ Consider the social and economic circumstances that affect children and families locally

Our key enablers supporting good outcomes

- Multi-agency working is prioritised and effective
- Leaders drive conditions for effective practice
- The workforce is equipped and effective

How we will do it

Embedding excellent practice	Taking the right action at the right time	Developing policy and performance	Being a learning organisation
<ul style="list-style-type: none"> ▶ Purposeful intervention informed by robust evidence-based decisions ▶ Valuing independence for children with additional needs and disabilities with strong SEND plans including Education, Health and Care (EHC) plans ▶ Reflective supervision supporting effective practice with high challenge and robust management oversight ▶ Clear records capturing the child's journey written in language they understand ▶ Be Child First in all that we do 	<ul style="list-style-type: none"> ▶ A strong front-door providing proportionate and timely responses ▶ Strong multi-agency partnerships across all tiers of intervention ▶ Intensive support to help children with problems based on strong, early and integrated Family Help ▶ Building lasting safety using family networks across interventions ▶ Effective use of legal interventions whilst maintaining strong family partnerships ▶ Building a sense of belonging for every child through timely permanency planning 	<ul style="list-style-type: none"> ▶ A practice led recording system to allow staff to focus on spending time with children ▶ Up to date policies, procedures and standards that underpin consistent child focused practice ▶ Well commissioned services for children in care including alternative education provision ▶ A strategic approach to support recruitment and retention of staff ▶ Defining children's services for the future based on staff expertise and innovation 	<ul style="list-style-type: none"> ▶ Using data and audit to know ourselves well and inform our learning and improvement ▶ Embedding a shared value base, owned across our workforce ▶ Achieving a stable and well supported workforce, celebrating diversity and providing a comprehensive training and development package ▶ Being risk sensitive, based on valuing family strengths and using effective safety planning

What success will look like

- Effective early help reducing the number of children requiring social work intervention
- Children and families tell us we have made a positive difference
- Performance indicators show improving outcomes
- Audit tells us our interventions are robust and measure impact
- Children and families are involved in service design
- A stable and experienced workforce
- Timely interventions which avoid delay
- Evidence based decision making, supported by robust management oversight

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