

Family Services: More to believe in

PRIORITY 1: PUTTING OUR CHILDREN AT THE HEART OF EVERYTHING

Our Objectives

- Ensuring our looked after children have the best opportunities to fulfil their potential
- Increasing the number of children participating in decision making
- Innovating to ensure children's voices are at the heart of everything we do

What I will do:

1. I will provide professional challenge to ensure that decisions made take the child's view into account and secure the best possible outcome.
2. I will ensure the Child's voice is heard across all my work by creating an environment where children feel confident in sharing their experiences, wishes and feelings.
3. I will explain decisions to children so that they understand the reasons for these, even if it is not what they want.



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PRIORITY 2: A CULTURE THAT CHANGES THINGS FOR THE CHILD

Our Objectives

- Maintaining a skilled, confident and stable workforce
- Staff having a voice that influences the future direction of the Service
- Becoming a learning organisation by striving to continuously improve in light of experience

What I will do:

1. I will be committed to doing the best I can for the children and families I work with.
2. I will actively engage with my organisation, contributing my ideas about ways to change and improve my Service.
3. I will improve my practice through reflection with my manager, training and being aware of best practice.

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PRIORITY 3: BECOMING STRONGER THROUGH WORKING IN PARTNERSHIP

Our Objectives

- Working together with our partners across organisational boundaries to support the whole family
- Sharing information better with our partners to improve outcomes for children
- Intervening early, as soon as problems emerge

What I will do:

1. I will work in an open and transparent way with partner agencies to create and implement a shared plan for children and their families.
2. I will have regular communication and professional conversation with partners.
3. I will address problems early to support families and prevent escalation.

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PRIORITY 4: DEVELOPING EXCELLENCE IN
PRACTICE TO CREATE BETTER FUTURES FOR ALL

Our Objectives

- Practice keeps the child in mind at all times
- All cases have consistent management oversight and display clear decision-making
- Assessment and planning is thorough, includes the whole family and reflects our diverse community

What I will do:

1. I will put the child at the centre of my practice.
2. I will take responsibility for my role within supervision meetings and contribute to reflective thinking and evidence based practice.
3. I will inform my work with families by understanding their cultural, linguistic and religious identity and consider the needs of the whole family.

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PRIORITY 5: DELIVERING OUTSTANDING
SYSTEMS ENABLING A FOCUS ON THE CHILD

Our Objectives

- Clear and relevant information is quickly available to staff to support their work with children and families
- Regular audits and action plans drive improvements in practice
- Clear and supportive structures that provide challenge and scrutiny

What I will do:

1. I will keep the child's record up to date.
2. I will participate in audits, reflect on findings and implement actions swiftly.
3. I will be open to challenge and scrutiny to support development of my practice.

