

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
- Being Curious**
Digging for detail using purposeful practice
- Collaboration**
Building relationships built on the Signs of Safety approach

Behaviours

- Professional Kindness**
Understanding trauma for children, parents and colleagues
- Active Listening**
Listening to build robust solutions
- 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

- ▶ 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



Taking the right action at the right time

- ▶ 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



Developing policy and performance

- ▶ 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



Being a learning organisation

- ▶ 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

