

# Children first and at the heart of all we do

## OUR VISION

### WHAT WILL WE DO?

- We want the best for Dudley's children and young people and they are at the "heart of everything we do"
- We will help families to achieve the change they want to see for themselves and their children. We believe that children should live with their families or someone who knows them best
- We take action when children need to be protected from harm
- We do everything we can to make sure that children in our care and care leavers are set up for life

### Areas of focus

- We will respond early and in a timely way
- Our workers do purposeful work with children and families
- We will have manageable case-loads
- Managers will ensure delivery of positive outcomes for children and families

### Impacts

- Children's voices make a difference
- Children are safe and risks minimised
- Children are healthy and their health is promoted
- Children's permanence is prioritised
- Children achieve learning and skills for life priorities
- We will see the right child, in the right place, at the right time through partnership working
- Impacts will be achieved through child-centred interventions
- Whole family working will be evidenced
- We will see relentless focus on quality and reducing drift and delay

### WE WILL DO THIS BY

#### Leadership and Governance

- Effective, transparent partnership structures
- Partnerships committed to joint safeguarding
- Consistency across partnerships with agreed levels of need
- Policies and procedures with children at the forefront to keep them safe
- Partnership challenges, monitors and identifies solutions to issues as they arise

#### Capacity and Staffing

- Effective support and supervision across the system
- All staff performance monitored and measured
- Consistent partnership approach to training
- Staffing levels appropriate to meet demand need

#### Quality of Practice

- Partnership undertaking case audits
- Audits will support decision making
- Clear practice frameworks across whole partnership
- Multi-agency training attended and followed up
- Staff levels facilitate effective safeguarding

#### Performance Management

- Quality of practice reported regularly consistently
- Operational monitoring of impact of decisions
- Panels to monitor quality assurance processes
- Boards/Panels which can influence capacity to address safeguarding concerns quickly
- Monitoring is centred on child outcomes

#### Enabling

- Additional actions and resources from the corporate centre to support the delivery of services
- Timely partnership responses to changing demands/needs
- New multi-agency service delivery models
- Flexible and timely responses to need by all partners

### HOW WILL WE KNOW WE MADE A DIFFERENCE?

- Timeliness is improved across all services (single assessment more than 95% on time)
- The percentage of Section 47 enquiries leading to an ICPC within 15 days is 90%
- Contact/referral timescales will be within standards in 95% of cases
- New referral awaiting allocation longer than 2 days is less than 6%
- 100% of homeless 16/17 year olds will receive joint assessment with housing at point of referral
- 85% of children who need a CP plan have their needs met within 12 months
- The number of children subject to Section 17 CIN open over 2 years is no more than 20%
- We will reduce the rate of re-offending by young people to less than 10%
- We will reduce the number of children placed at home on care orders to less than 10
- 95% of care leavers will be in appropriate accommodation
- 80% of LAC will be in placements for over 2 years
- Assessments will be good or outstanding in 65% of audited cases within 12 months
- Missing interviews of children will be offered in 100% of cases, with take up occurring within 72 hours in 75% of cases within 12 months
- More than 70% of our care leavers are in education, employment or training
- We know ourselves, as more than 50 audits are completed monthly
- We have a settled workforce; turnover is less than 10%
- Average caseloads for social workers will be 18
- We will reduce the number of agency Social Workers to less than 5% by 2021