

Children's Support and Safeguarding Service Plan – Jan 2023 to December 2023

Focus: Family Support and Safeguarding	
Fundamental 1 – Seeing and Hearing	
Actions needed to address this priority:	Who is leading on these actions, and by when?
<p>1. Introduce a guidance document clarifying the different routes feedback is sought from children and their families and a plan to support the delivery</p> <p>2. Ensure that feedback from children, their families and involved professionals informs our practice development</p> <p>3. Launch revised Practice Standards which incorporate our Practice Fundamentals</p> <p>4. Strengthen our practice, ensuring that we triangulate information and are professionally curious in our interactions with children, their families and professionals (Focused Visit September 2022).</p> <p>5. Strengthen all council and partnership understanding of Corporate Parenting responsibilities and their role as 'corporate parents' to offer practical support and identifiable actions that enable sustainable improved outcomes and life chances for</p>	<p>1. Head of QA (March 2023)</p> <p>2. All of CSLT (March 2023)</p> <p>3. Service Improvement Lead and PSW (February 2023)</p> <p>4. All of CSLT (December 2023)</p> <p>5. Assistant Director, Young Director and Head of Corporate Parenting (June 2023)</p>

<p>children and young people including employment, education, training and volunteering opportunities (ILACS March 2020)</p> <p>6. Produce a clear whole service Commissioning Plan outlining our commissioning intentions and commissioned services including contract review arrangements.</p> <p>7. Set out a clear Commissioning Plan which strengthens a spectrum of support through Short Breaks and Community Support</p> <p>8. Increase connection and networking with children, young people, parents and carers – building a co-productive relationship</p>	<p>6. Head of Commissioning (January 2023)</p> <p>7. Head of Commissioning (January 2023)</p> <p>8. All of CSLT (December 2023)</p>
<p>Progress update (date):</p>	<p>Any further/additional actions needed for next period:</p>
<p>How will we know when our activity has had an impact?</p>	

Children and young people benefit from timely and robust assessment of their needs and any identified risks. This results in the right intervention/support being provided at the right time and by the right services.

Children and their families are not subjected to unnecessary assessments and processes.

Children and their families know where to seek support.

Children and young people experience that their voices are heard and their experiences are understood.

Children and young people are involved in the co-production of practice developments and this has a positive impact on their lives.

Focus: Family Support and Safeguarding

Fundamental 2 – Understanding

Actions needed to address this priority:

Who is leading on this action, and by when?

1. Go Live with a Multi-Agency Safeguarding Hub at the Front Door ([ILACS March 20202](#) and [Focused Visit September 2022](#))

1. Head of Service Front Door and Head of Service Improvement Lead (January 2023)

2. Develop the quality and depth of social work practice at the Front Door when children are in complex or chronic need ([Focused Visit September 2022](#))

2. Head of Service Front Door (April 2023)

3. Develop family led practice with a focus on robustly exploring and reviewing family network options to support or as an alternative to care

3. PSW and all Heads of Service (April 2023)

<p>4. Develop a strategy in relation to Preparing for Adulthood to ensure plans are in place at the right time and young people are well supported through this transition</p> <p>5. Ensure every child open to our services has an up-to-date assessment of need in line with practice standards</p> <p>6. Establish a clear offer for Parent Carers</p>	<p>4. Head of Service Improvement Lead (April 2023)</p> <p>5. All of CSLT</p> <p>6. Head of Service Improvement Lead</p>
<p>Progress update (date):</p>	<p>Any further/additional actions needed for next period:</p>
<p>Front Door Action Plan in place – refer to plan for details</p>	
<p>How will we know when our activity has had an impact?</p>	
<p>The lived experiences of children and their wishes and feelings are well understood and inform assessment and planning.</p> <p>Children and young people benefit from timely and robust assessment of their needs and any identified risks. This results in the right intervention/support being provided at the right time and by the right services.</p> <p>Children and their families will not be subjected to unnecessary assessments and processes.</p> <p>Children and their families know where to seek support.</p> <p>Young people experience seamless transitions and have transition plans in place which clearly identify what needs to happen based on assessed need.</p>	

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Fundamental 3 – Responding	
Actions needed to address this priority:	Who is leading on this action, and by when?
1. Continue to develop family hubs to coordinate multi-agency Early Help activity for children and their families and to ensure the most effective use of resources in the community	1. Head of Service Front Door (December 2023)
2. Strengthen our understanding of, and response to, children at risk of exploitation across the partnership to include introduction of a Lead Social Worker for exploitation (ILACS March 2020 and Focused Visit September 2022)	2. PSW (June 2023)
3. Exploitation Strategy, informed by the Needs Assessment, to be written and launched across the partnership	3. PSW with the Exploitation Working Group (February 2023)
4. Strengthen engagement with our Children in Care and Care Leaver’s Council to inform service developments	4. Young Director, Assistant Director and Head of Corporate Parenting (March 2023)
5. Strengthen and publish our offer to care experienced young people. To include recommendations from ‘Sky’s the Limit’ report	5. Head of Corporate Parenting and Young Director (March 2023)
6. Refresh our Permanence Strategy; to include the introduction of permanence planning meetings to ensure every child who needs one has a clear permanence plan and that consideration of all permanence options is clearly evidenced	6. Heads of Family Support and Safeguarding and Corporate Parenting (April 2023)
7. Review Sufficiency Strategy to include family link scheme, professional foster carers, parent and child foster carers and crisis/assessment response for children with complex needs	7. Heads of Service Commissioning and Corporate Parenting

<p>8. Complete proposal for an in-house flexible and agile service to support children to remain within their families and implement</p> <p>9. Deliver on the Youth Justice Plan</p> <p>10. Continue to improve the quality of plans across the service to ensure they address: the child's needs and the identified worries; they are clear, strength based and achievable; outcome focused; reflect the views and wishes of the child; and, back up plans are in place. Systems work to support (ILACS March 2020 point 8 and Focused Visit Dec 2021)</p> <p>11. Work with the ICB and health providers to ensure children in care have timely access to health assessments, dental appointments and emotional and mental health support</p> <p>12. Prepare for the introduction of Liberty Protection Safeguards by ensuring a firm understanding of Mental Capacity Act and Deprivation of Liberty</p>	<p>8. Head of Service Front Door (March 2023)</p> <p>9. Head of Service Youth Offending (December 2023)</p> <p>10. All of CSLT (July 2023)</p> <p>11. Assistant Director and Head of Corporate Parenting</p> <p>12. Head of Service Improvement Lead</p>
<p>Progress update (date):</p>	<p>Any further/additional actions needed for next period:</p>
<p>Plan to improve practice in relation to exploitation and missing in place in development – see plan</p> <p>Permanence Action Plan in place – see plan</p> <p>Permanence planning workshops held with teams</p> <p>Permanence tracking meetings are being reviewed</p>	

Youth Justice Plan in place and approved by the Youth Justice Board and the Children and Young People's Partnership Board

How will we know when our activity has had an impact?

Children and young people experience a responsive service.

Children and young people benefit from timely and robust assessment of their needs and any identified risks. This results in the right intervention/support being provided at the right time and by the right services.

Children and their families are not subjected to unnecessary assessments and processes.

Children and their families know where to seek support.

Children and young people are supported, the risks to them reduced and they feel safer in their communities as a result of proactive disruption activity and the development of trusted relationships to enable positive engagement.

Children and young people benefit from purposeful planning, informed by creative direct work, which supports more children and young people to remain safely within their families, or secures permanence for them in a timely manner where this is not possible (e.g. through special guardianship or adoption).

Children in care, care leavers and our vulnerable children all benefit from a North Somerset wide focus on 'corporate parenting' to improve their outcomes (e.g. health, education and housing).

Focus: Family Support and Safeguarding

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Fundamental 4 – Outcomes	
Actions needed to address this priority:	Who is leading on this action, and by when?
1. Review and update the Learning and Development offer for 2023/24 to align with our Practice Framework, including a programme of Continuous Practice Development sessions	1. PSW (January 2023)
2. Embed the Quality Assurance Framework ensuring that the learning loop is closed and impact/improvement can be evidenced (ILACS March 2020 , Focused Visit Dec 2021 and Focused Visit September 2022)	2. Head of Service Quality Assurance (December 2023)
3. Respond consistently to QA practice themes with focus and purpose i.e. staff bulletins, CPD and broader Learning and Development.	3. PSW and Head of Service Quality Assurance (monthly)
4. Introduce and sustain responsive dip review activity in teams (Focused Visit 2022)	4. All of CSLT (monthly)
5. Review the Quality Assurance and Performance Meeting functions and impact	5. Assistant Director, Head of Quality Assurance and PSW (February 2023)
6. Provide consistently high-quality supervision which is focussed on the child's lived experience and their needs, the impact of interventions and identifying outcome focused actions and plans (ILACS March 2020 recommendation 3 and Focused Visit Dec 2021)	6. All of CSLT (monthly)

<p>7. Continue to develop high quality performance management information and use to inform practice developments (ILACS March 2020)</p> <p>8. System improvement work to continue via the Practice Decisions meeting and Systems Governance Board</p> <p>9. Increase the quality and improve the timeliness of Social Care contributions to Education, Health and Care needs assessments</p>	<p>7. All Heads of Service and Business Intelligence (December 2023)</p> <p>8. PSW</p> <p>9. Head of Service Improvement Lead</p>
<p>Progress update (date):</p>	<p>Any further/additional actions needed for next period:</p>
<p>How will we know when our activity has had an impact?</p>	
<p>Children and their families receive effective, impactful interventions and support which are focussed on assessed needs and improve outcomes.</p> <p>Children and young people benefit from timely, inclusive, transparent decision making and achieve improved sustainable outcomes which is supported and enabled by practitioners who receive regular high-quality reflective supervision and management support.</p>	
<p>Focus: Family Support and Safeguarding</p>	
<p>Fundamental 5 – Relationships</p>	
<p>Actions needed to address this priority:</p>	<p>Who is leading on this action, and by when?</p>

<ol style="list-style-type: none"> 1. Strengthen a skilled and stable workforce via a robust Workforce Development Strategy 2. Deliver a bespoke development programme for the leadership team 3. Monthly leadership team meetings with Team Managers to support ongoing implementation of the vision and service improvement 4. Embed our Practice Framework (launched May 2022) (informed by Focused Visit Dec 2021) 5. Continue to seek feedback via the corporate staff survey and the SWORD survey and use to inform service development 6. Service wide Practice Week focused on 'Relationships Matter' 	<ol style="list-style-type: none"> 1. PSW and HR (December 2023) 2. Assistant Director (June 2023) 3. All of CSLT (monthly) 4. All of CSLT (December 2023) 5. PSW (6 monthly) 6. PSW and Head of Quality Assurance
<p>Progress update (date):</p>	<p>Any further/additional actions needed for next period:</p>
<p>Workforce Development Strategy and plan in place – see plan. Leadership programme has being commissioned and was delivered in October and November 2022 – further sessions and coaching to continue into 2023</p>	<p>Follow-up leadership session to be arranged for January 2023.</p>
<p>How will we know when our activity has had an impact?</p>	

The senior leadership team will be visible and joined up in its vision, purpose and activity.

A stable workforce will provide consistency for children and families and allow practitioners to build relationships of trust and confidence and to intervene to achieve positive change together with children and their families.

A stable management team will support practitioners to provide effective interventions focussed on needs and outcomes and support continuous learning and development.

Children and their families experience a collaborative approach which gives them the confidence to engage with interventions and the motivation to make the changes identified to meet the needs of their children.

The lived experiences of children and their wishes and feelings are well understood and inform assessment and planning.

Focus: Family Support and Safeguarding

Fundamental 6 – Language that Cares

Actions needed to address this priority:

Who is leading on this action, and by when?

1. Maintain momentum with monthly service newsletters to support regular communication with the service

1. PSW (monthly)

2. Embed the use of MOMO

2. Head of Service Quality Assurance and Young Director (June 2023)

3. Roll out of the 'Language that Cares' presentation across the council and the partnership.

3. Young Director

Progress update (date):

Any further/additional actions needed for next period:

<p>4. Be compassionate in how we talk about and record meaningful information about children, young people, and their families including panel and meeting minutes, return home interviews, placement requests etc.</p> <p>5. Continue to empower our colleagues to use language that is non-stigmatising and can be understood by all.</p> <p>6. Ensure language that cares is at the forefront of all planning and development work.</p> <p>7. Roll out language that cares to contractors and ensure placement requests are written using a strengths-based approach.</p>	<p>4. HOS ongoing</p> <p>5. HOS ongoing</p> <p>6. HOS ongoing</p> <p>7. Head of Commissioning August 2023</p>
<p>How will we know when our activity has had an impact?</p>	
<p>Our plans and records are written in language which is meaningful and respectful to our children and young people.</p> <p>Children and their families experience a collaborative approach which gives them the confidence to engage with interventions and the motivation to make the changes identified to meet the needs of their children.</p> <p>Children and their families experience communication which is meaningful and tailored to meet their needs.</p> <p>Children and young people are able to actively contribute to the development of supports, services and improved practice across Children's Services.</p>	