

# The Road to Excellence

## Our vision - Leicestershire is the best place for children and families

### What we'll do

#### Our priorities

- High quality evidence-based practice
- Strong and effective management oversight

#### Our focus

We will:

- Ensure consistently good services for children and their families
- Engage them in a timely and proportionate way to bring about better outcomes
- Enable families, when safe to do so, to successfully parent their children
- Enable children to live within their family network
- Provide good quality care when children need to be looked after
- Act in a timely way to provide permanence for children who cannot be kept safe by their families
- Robust commissioning and contract compliance

### How we'll do it



#### Embedding excellent practice

- Consistent use of signs of safety model
- Application of our practice framework
- Application of new work standards
- Inclusive practice
- High quality of assessment planning and recording
- Rigorous decision making
- Quality supervision
- Compliant commissioning and contracting



#### Developing policy and performance

- Review and improve key policy documents
- Effective use of accurate data
- Effective management oversight
- Appropriate caseload size

#### Taking the right action, at the right time

- Ensure a strong 'front door'
- Achieving permanency for children
- Quality pathway plans
- Good post adoption and therapeutic support
- Young people enjoy education, employment and training
- Help to keep families together



#### Being a learning organisation

- Quality assurance framework
- Develop progression routes for social workers and managers
- Learning from improvement activity
- Clear communication disseminates learning
- Workforce strategy supports a learning organisation



### What success will look like

- Increase in number of school age children who receive specialist support for emotional wellbeing
- Performance indicators evidence improving outcomes for children and young people
- Routine audit shows consistent application of thresholds, improved quality of assessment and care planning and strong management oversight at all stages of a child's journey
- Feedback from children, young people and families evidences quality and positive impact of interventions
- All of the above are clearly influencing service design and delivery
- % of children subject to a repeat child protection plan for a second or subsequent time reduces year-on-year
- Length of time children are subject to a child protection plan reduces year-on-year
- Length of time that children are looked after before a permanency decision reduces year-on-year
- Number of appropriate and proportionate post adoption support packages increases year-on-year
- Number of support packages offered to birth parents increases year-on-year
- Proportion of children in care and care leavers in education, employment or training increases year-on-year
- Improved timeliness from contact to completion of assessment
- % of children remaining in the same placement for three years or more

### Four behaviours that underpin everything

#### Voice

Listening to and responding to what the child and family tell us

#### Signs of safety

'Doing with' and not 'doing for' or 'doing to'

#### Outcome focussed

Striving to improve children's and families' lives

#### Leadership

Everyone is responsible and accountable