

CHILDREN YOUNG PEOPLE AND FAMILIES SERVICE - CHANGING FOR THE BETTER

OUR VISION: To improve children and young people's lives by working in partnership to raise aspirations, build achievement, and protect the most vulnerable.
OUR COMMITMENT: To ensure that the following core standards are applied consistently in all of our work with all children and young people through early help, targeted provision, children in need, child protection and looked after children services - in order that we have a real impact on their lives and outcomes.



We will invest in staff to achieve these standards and improved outcomes for children and young people and ensure:

- There is a clear recruitment and retention policy and practice ensuring sufficient staffing at all levels
- All staff are provided with a healthy working environment and can access training and support
 - All staff have manageable caseloads with consistent support and oversight
 - All managers are accessible and approachable

10 KEY EXPECTATIONS AND STANDARDS

Focus on the Child & Young Person

- We will ensure that we can answer the following questions:
 - What is it like for children and young people living in their environment?
 - What difference are we going to make to that situation and achieve positive outcomes?

Safeguarding and Child Protection

- Priority is given to ensuring that the best possible outcomes are being achieved for children and young people who are at risk of significant harm including those missing and/or at risk of child sexual exploitation

Allocation and Intervention

- All work is swiftly allocated to appropriately qualified and experienced staff in order to promote timely interventions

Assessments

- All assessments are of high quality with risks and concerns being consistently considered to inform robust analysis and tenacious planning. Assessments are critically analysed and completed in accordance with the appropriate frameworks and within required timescales, e.g. the Framework for the Assessment of Children in Need and their Families, Asset, Early Help Assessments

Chronologies

- Chronologies are in place for all open cases and are used to assess strengths and risks in families, taking into account the children and young people's history and experience

Children & Young People's Records

- Managers and staff will ensure that:
 - All case recording reflects robust worker analysis, purposeful focused plans reflecting the child and young people's experience. There is evidence that timely, proportionate action is taken.
 - The impact of the voice of the child and young person is clearly evident in case recording and within assessments and plans. The views and involvement of family members are clearly evidenced on the child and young person's record. Cultural needs are identified and addressed.
 - There is clear evidence of regular and effective collaboration with key partners in line with children's and young people's identified need
 - The child and young person's record is coherent, up to date and reflects purposeful interventions and is checked regularly for inaccurate or missing data

Children & Young People's Plans

- Every child or young person has a comprehensive plan with visiting frequencies and clear actions which are timely, specific and promote positive outcomes. Plans are reviewed and updated at regular intervals by managers or independent professionals in line with statutory requirements

Supervision and Management Oversight

- There is clear evidence of good quality reflective supervision and appraisal supporting staff in understanding children and young people's experiences. Supervision addresses individual professional development, performance and challenge and takes place in accordance with CYPF supervision policy requirements. Management decision making and rationale is evident throughout all case files and demonstrates strong oversight of caseloads. All key decisions are timely with clear focus on the individual child/young person

Statutory Guidance

- All work needs to be fully compliant with all statutory guidance regulation, national minimum standards including for example Working Together 2015 and Children Act regulations for Care Planning, placement and case reviews (2010)

Performance and Quality Assurance

- Every service and individual professional will check and respond to the timeliness and quality of practice in order to avoid drift and delay