

Herefordshire Safeguarding and Vulnerable Children's Service

Key Priorities June 2010 – March 2011

***Our aim is to provide systematically `good' services to vulnerable
Children and Young People and their families, across
Herefordshire, evidenced by measurable positive outcomes***

Planned Outcome	Actions	Lead officer
<i>Improve the quality of practice in order to secure better outcomes for children and young people</i>	<ul style="list-style-type: none"> ▪ Implement agreed training for social workers and managers ▪ Implement behaviour and competency profiles for all workers 	Head of Fieldwork
	<ul style="list-style-type: none"> ▪ Implement audit programme across the Service ▪ Work with other agencies to produce high quality multi agency assessments 	Head of Safeguarding
<i>Develop and implement an integrated looked after children and young people's service</i>	<ul style="list-style-type: none"> ▪ Recruit to all posts in the Looked After Children and Young People's Team ▪ Implement fully the Corporate Parenting Action Plan ▪ Improve the accuracy and completion of looked after children workflows in Frameworki ▪ Put in place in a charging structure for supporting looked after children placed in Herefordshire by other local authorities 	Head of Looked After Children and Specialist Services
<i>Implement robust protocols for managing budget and resources across the Service</i>	<ul style="list-style-type: none"> ▪ Implement a robust mechanism for monitoring the effectiveness of commissioned placements ▪ Implement quarterly budget monitoring across the Service ▪ Use CIPFA and other benchmarking information to demonstrate value for money ▪ Make full use of mobile and other technologies to enhance working for the benefit of staff and service users 	Assistant Director, Safeguarding and Vulnerable Children and Heads of Service

Planned Outcome	Actions	Lead officer
<i>Raise the profile of the Service through effective marketing and promotion</i>	<ul style="list-style-type: none"> ▪ Make more and better use of the website for promoting the Service ▪ Produce a user friendly, up to date set of leaflets for promoting specific elements of the Service ▪ Use CMG and SMT to capture 'good news stories' and work with Communications Unit to publicise them in the community ▪ Incorporate reporting of compliments into quarterly performance reporting 	Assistant Director, Safeguarding and Vulnerable Children
<i>Ensure that the voice of the child is evident and influences planning and service delivery</i>	<ul style="list-style-type: none"> ▪ Develop and implement participation strategy ▪ Develop mechanisms for capturing the views of children that are not looked after but who receive services ▪ Audit services to evidence the voice of the child influencing planning and service delivery ▪ Ensure that the 'voice of the child' is fed into the quarterly Performance Digest 	Head of Safeguarding and Review
<i>Implement robust performance management arrangements to ensure children are safe</i>	<ul style="list-style-type: none"> ▪ Implement agreed suite of performance reports for team managers, Heads of Service and Assistant Director ▪ Maintain effective register of children placed in Herefordshire by other local authorities and ensure that all relevant agencies are notified ▪ Implement actions from Serious Case Reviews (HC) ▪ Ensure effective supervision of staff across the Service and specific information about individual cases recorded on Frameworki 	Head of Safeguarding and Review

Planned Outcome	Actions	Lead officer
<i>Build a resilient service that is able to flex and adapt to meet the changing needs of children and young people in Herefordshire</i>	<ul style="list-style-type: none"> ▪ Develop and implement effective business continuity plans across the service, including the resilience of Frameworki ▪ Deploy an effective training programme that takes account of changing national and local policy and requirements ▪ Develop the role of Advanced Practitioners 	Head of Fieldwork
<i>Work with all staff to fully engage them in the development of the Service</i>	<ul style="list-style-type: none"> ▪ Run three staff conferences during the year focusing on particular themes ▪ Implement agreed programme of team visits/meetings for Heads of Service and Assistant Director 	Assistant Director, Safeguarding and Vulnerable Children and Heads of Service
<i>Lead safeguarding in the council and across agencies</i>	<ul style="list-style-type: none"> ▪ Work with the development of locality services to ensure that safeguarding is embedded in practice ▪ Use all opportunities to promote safeguarding ▪ Work with colleagues in terms of policy development to ensure that safeguarding is promoted and embedded across all services 	Assistant Director and Heads of Service