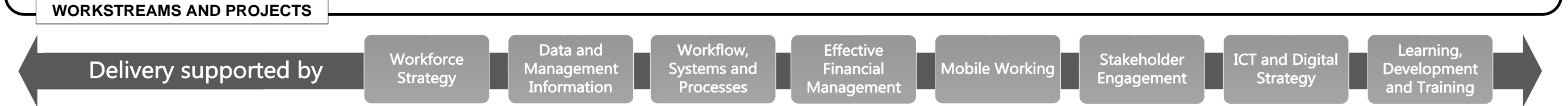


<p>OUTCOME 1 Be the 'employer of choice' - ensure we have the right capacity, capability, and corporate environment for our workforce</p>	<p>OUTCOME 2 Have up to date policy, procedures, tools for assessment and standards for social workers to achieve high-quality practice</p>	<p>OUTCOME 3 Have a range of sound Safeguarding Quality Assurance measures to support and challenge the LA on the quality of its assessments and planning for children</p>	<p>OUTCOME 4 Have in place a range of customer feedback opportunities for our children and families and learn from these</p>
<p>OUTCOME 5 Establish understanding and consistency in application of WSCB agreed thresholds – ensuring children get the right service at the right time to promote their welfare and protection; and that there is high quality information sharing and joint decision-making on risk</p>	<p>OUTCOME 6 Provide to children in care, high-quality care plans and placements, timely permanency planning and preparation for adulthood / independence</p>	<p>OUTCOME 7 Children subject to care proceedings receive a quality timely service to ensure they achieve permanency without delay</p>	<p>OUTCOME 8 Children and families have timely access to good quality targeted Early Help that prevents the need for more specialist intervention and/or supports sustainable outcomes</p>
<p>OVERARCHING OUTCOMES Ensure our interventions achieve improved outcomes for children, educationally, emotionally and socially – making their lives better Ensure we have high quality plans in place for all children with regular review to prevent drift and delay Ensure staff at all levels work with a sound understanding of their responsibilities and accountabilities in the management of finances – best value</p>			

OUTCOMES							
1 – SUPPORT AND DEVELOP OUR WORKFORCE	2 – IMPROVE OUR PRACTICE (STANDARDS)	3 – COMMITMENT TO CONTINUOUS IMPROVEMENT	4 – LISTEN TO THE VOICE OF THE CHILD	5 – MAKE THE RIGHT DECISIONS AT THE RIGHT TIME	6 – DELIVER GOOD OUTCOMES FOR CHILDREN	7 – FOCUS ON PERMANENCY FOR OUR CHILDREN	8 – PROVIDE EARLIER ACCESS TO SUPPORT FOR CHILDREN AND FAMILIES
CATHERINE DRISCOLL	TINA RUSSELL	TINA RUSSELL	TINA RUSSELL	TINA RUSSELL	JAKE SHAW	TINA RUSSELL	HANNAH NEEDHAM
BEC WINDSOR / STEVE FIELD	VEL KENNY / TIM NEWTON	ANDREW TOOMBS / TIM NEWTON / NEILL CRUMP	SALLY BRANCHFLOWER / BARBARA CARTER	EMMA BRITAIN / ADAM JOHNSTON	JAKE SHAW	EMMA BRITAIN / MARTHA McCARRON / MARIA WHITE	SAM WEBSTER
Social Worker Workforce Strategy (BEC WINDSOR)	Practice Standards for Social Workers (Back to Basics) (TIM NEWTON)	Quality Assurance and Cases Tracking (TIM NEWTON)	Develop processes to gather regular Service User feedback (BARBARA CARTER / SALLY BRANCHFLOWER)	Development of the multi-agency partnership and thresholds at the Family Front Door (EMMA BRITAIN / VEL KENNY)	Edge of Care Strategy (TINA RUSSELL)	PLO Practice Review (EMMA BRITAIN / MARIA WHITE)	Development of Targeted Family Support Offer (SAM WEBSTER)
Social Work Recruitment Project (BEC WINDSOR)	Quality of Assessments (VEL KENNY)	Review internal process and standards for IRO / CP and Disputes Resolution (ANDREW TOOMBS)	Learning from Compliments and Complaints (BARBARA CARTER / SALLY BRANCHFLOWER)	CSE - To review information sharing, risk assessment and decision making (EMMA BRITAIN / ADAM JOHNSTON)	Sufficiency and Placements Strategy (DEBBIE HERBERT)	Case Progression Tracking of PLO process (MARIA WHITE)	Develop and embed a range of early help services/pathways across partners (SAM WEBSTER)
Organisational Design Review (TINA RUSSELL)	Social Work Practice Model (VEL KENNY)	Developing Fit for Purpose Performance Management data (TINA RUSSELL)	Participation Advocacy (ANDREW TOOMBS)	Children Missing - To review information sharing, risk assessment and decision making (EMMA BRITAIN / ADAM JOHNSTON)	Permanency Policy (JAKE SHAW)	Quality of statements and evidence to court (MARIA WHITE)	Whole-system Workforce Development (SAM WEBSTER)
Social Work Pay Review (BEC WINDSOR)	CIN Framework (TIM NEWTON)		Child's Life Story Work (STEVE FIELD)	Domestic Abuse - To review information sharing, risk assessment and decision making (EMMA BRITAIN / ADAM JOHNSTON)	Virtual School and Educational Outcomes for LAC and Care Leavers (GWEN FENNEL)	Permanent appointment of CPO (TINA RUSSELL)	Virtual Early Help Offer and Service Directory (JENNIE LEESON)
Social Work Academy (incl. Social Care Career Pathways) (BEC WINDSOR)	Supervision Policy (SARAH WILKINS)		Improving Our Engagement with Children and Young People (SALLY CLEWES)	Private Fostering (EMMA BRITAIN / BARBARA CARTER)	Care Leavers and Pathway Planning (STUART WATKINS)	Review of use of Section 20 (MARTHA McCARRON)	
Team Manager Development (BEC WINDSOR)	Transfer Policy (Journey of Child through Social Care) (TIM NEWTON)			Partnership Locality Events (TINA RUSSELL)	Health Assessments for Children in Care (STUART WATKINS)		
Workforce Data and Management Information (BEC WINDSOR)	UASC Policies and Procedures (SALLY BRANCHFLOWER)				Adoption Policies and Procedures (incl. Special Guardianship Orders) (STUART WATKINS)		
Development of Principal Social Worker Role (VEL KENNY)					Kinships (BARBARA CARTER)		
					Corporate Parenting Strategy (JAKE SHAW)		

**Children's Social Care:
Service Improvement Plan
Master Document – v1.0 FINAL
(6 March 2017)**



Service Improvement Plan and Links with Key Worcestershire Partner Strategies

v0.3 – March 2017

