### OUTCOMES

**OUTCOME 1**  
Be the ‘employer of choice’ - ensure we have the right capacity, capability, and corporate environment for our workforce

**OUTCOME 2**  
Have up to date policy, procedures, tools for assessment and standards for social workers to achieve high-quality practice

**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

**OUTCOME 4**  
Have in place a range of customer feedback opportunities for our children and families and learn from these

**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

**OUTCOME 6**  
Provide to children in care, high-quality care plans and placements, timely permanency planning and preparation for adulthood / independence

**OUTCOME 7**  
Children subject to care proceedings receive a quality timely service to ensure they achieve permanency without delay

**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

### 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

### WORKSTREAMS AND PROJECTS

**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 OUR CHILDREN**

**7 – FOCUS ON PERMANENCY FOR OUR CHILDREN**

**8 – PROVIDE EARLIER ACCESS TO SUPPORT FOR CHILDREN AND FAMILIES**

### 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

- **Open for Business**
  - An increase in the number of jobs in our key economic sectors
  - An increase in the average salary for Worcestershire-based jobs

- **Children and Families**
  - Improve educational attainment
  - Reduce the amount of time that children spend in our care
  - Improving the outcomes for vulnerable and disadvantaged learners, including care leavers

- **The Environment**
  - Reducing journey times and improving access to real-time journey information

- **Health and Wellbeing**
  - Increase in healthy life expectancy
  - Increase in the number of active residents (30 mins exercise per day)

- **Worcestershire’s Next Generation Plan**
  - Worcestershire’s Safeguarding Children’s Social Care Service Improvement Plan
  - Worcestershire’s Wellbeing
  - Worcestershire’s Strategic Economic Plan

- **Our Prosperity**
  - Making our economy stronger with more skilled jobs
  - Get education and businesses working closer together, TARGET 2020
  - Build a world class education sector in Worcestershire
  - Radically improve transport and broadband infrastructure, TARGET 2020

- **Our Community**
  - Valuing our people, our health & wellbeing
  - Developing town centres that are social and cultural hubs
  - Making access to the internet universal
  - Capitalise on our existing sport & culture
  - Promote sport and culture	

- **Our Environment**
  - Valuing our special place and our natural resources
  - Support our unique wildlife, green spaces and biodiversity
  - Promote transport alternatives, reviewing road networks
  - Close the housing gap between supply and demand, TARGET 2020

- **Create a World Class Business Location**
  - Housing Implementation Plan
  - Transport Investment Programme
  - Infrastructure Investment Programme

- **Develop World Class Competitive and Innovative Businesses**
  - Innovation Programme / Fund
  - Business Support Programme

- **Provide Individuals with World Class Skills**
  - Connecting Schools and Businesses
  - Skills Development Programme
  - Centres of Excellence
  - Social Inclusion Programme

- **Principles**
  - Encouraging & enabling people to take responsibility for themselves, their families & their communities
  - Providing clear information and advice
  - Commissioning prevention services for all ages
  - Gate-keeping services in a professional, systematic and evidenced way

- **Priorities**
  - Good mental health and well-being throughout life
  - Being active at every age
  - Reducing harm from alcohol at all ages

- **Children’s Social Care**
  - SERVICE IMPROVEMENT PLAN
  - SERVICE IMPROVEMENT PLAN and Links with Key Worcestershire Partner Strategies
  - Development of World Class Skills

- **Worcestershire Safeguarding**
  - Children’s Social Care
  - Service Improvement Plan
  - Service Improvement Plan and Links with Key Worcestershire Partner Strategies

- **Workforce**
  - Effective Partnership Working (Learning and Improvement)
  - Historical challenge by Board members (challenge log)

- **Health and Wellbeing**
  - Robust Safeguarding Practice (Assessment, Need and Providing Help)
  - Outcome: Fewer CYPs at risk
  - Indicators: No SCR or audit results indicate poor practice, Well-developed CSE process

- **Measurable Objectives**
  - Improved assessment and planning practice
  - Fewer children exposed to more