OUTCOMES

OUTCOME 1	OUTCOME 2	OUTCOME 3	OUTCOME 4
Be the 'employer of choice' for Social Work	Children's needs are assessed and met in a timely and purposeful manner	Children and families benefit from high-quality services	Children and families views drive service improvement
OUTCOME 5	**OUTCOME 6**	**OUTCOME 7**	**OUTCOME 8**
Children and families receive the right service at the right time	Our Looked after Children are fully prepared for adulthood	Children and young people achieve permanency without delay	Children and families access early help and avoid unnecessary interventions

WORKSTREAMS AND PROJECTS

A – SUPPORT AND DEVELOP OUR WORKFORCE
CATHERINE DRISCOLL

A1. Refresh Social Work Workforce Strategy
- Recruitment and Retention Plan (including ASYE)
- Management Oversight and Quality of Supervision
- Performance Management
- Social Work Pay Review
- Grow Your Own Social Workers

A2. Enable Access to Workforce Data and Management Information

A3. Social Work Academy - Implement Phase 2
- Organisational Learning, Development and Training Programme for Social Work Workforce
- Grow Your Own Social Work Managers

A4. Implementation of Cultural Shift Plan

B - PROMOTE SOCIAL CARE BEST PRACTICE
TINA RUSSELL

B1. Implementation of Signs of Safety Practice Model

B2. Development of Supervised Contact Service

B3. Improve Quality of Care Plans:
- Health Assessments
- Educational Outcomes (PEPs)
- Child's Life Story Work
- Pathway Plans

B4. Implement Legal Action Plan:
- PLO Practice Review
- Case Progression / Tracking
- Quality of Statements / Evidence to Court
- Review of Section 20
- Review of CP Plans / Family Arrangements (Reg 24)

C – BUILD OUR QUALITY ASSURANCE PROCESSES
SHARON MOORE

C1. Embed Quality Assurance and Performance Management Framework
- Ensure we count the right things
- Align with CSC ICS (Fwi) Replacement
- Establish quarterly audit cycle
- Learn from Compliments and Complaints

C2. Develop Fit for Purpose Performance Management Data:
- Targeted Early Help
- Through Care Service
- Residential and Placements
- Fostering and Kinship
- SQA Unit
- Care Leavers and Outreach

D – LISTEN TO THE VOICE OF THE CHILD
SHARON MOORE

D1. Develop effective engagement mechanisms with children, young people, parents and carers
- Pilot MOMO system
- Rollout parent and carer survey at end of interventions
- Establish appropriate feedback mechanisms for children and young people who use our services
- Utilise existing forums / sources of information

D2. Ensure Participation Strategy is fit for purpose
- Children and young people actively participate in their reviews
- Children and young people are active participants in shaping future service delivery

E – ENHANCE MULTI-AGENCY PARTNERSHIPS
TINA RUSSELL / SARAH WILKINS

E1. Develop Multi-Agency Contribution to Safeguarding Processes:
- Domestic Abuse
- Missing from Home and Care
- Strategy Meetings
- MASH
- Application of Levels of Need
- Supporting and safeguarding vulnerable children (e.g. CSE, Trafficking, Gangs)

E2. Development of Early Help (Level 2 and 3):
- Define and implement Locality Model
- Tools / IAG
- Effectiveness Measures

E3. Development of Edge of Care Offer

F – DELIVER EFFECTIVE THROUGH-CARE
TINA RUSSELL

F1. Deliver Outcomes and Permanency Through Care:
- Permanency Policy
- Care Leavers offer

F2. Develop Our Sufficiency of Placement Resources:
- Residential and Fostering Sufficiency
- Support and Training for Carers

F3. Implementation and Embedding of Corporate Parenting Strategy

**Children's Social Care:
Service Improvement Plan
Master Document – v2.1 FINAL
(26 April 2018)**

WORKSTREAMS AND PROJECTS

- Worcestershire Safeguarding Children Board
- Participation Strategy
- Early Help Strategy
- Education and Skills Strategy
- SEND Strategy and Action Plan
- Effective Financial Management
- ICT and Digital Strategy