

Cornwall Children & Young People's Safeguarding & Improvement Plan 2011/12

Working Together and Multi-Agency Partnership

Participation and Prosocial Learning

Systems and Processes

Workforce Reform and Development

Brighter Futures for Children and Young People

PROVISION OF EARLY HELP

- Universal service frontline professionals are able to help identify vulnerable C&YP through professional development and processes that bring them together: particularly the CAF and TAC.
- We continue to implement the Healthy Child Programme.
- We are embedding the Family Nurse Partnership programme and increasing capacity to support the most vulnerable new parents.
- Ensure Children's Centres are accessible to all but with a focus on families with the greatest need.
- Support is targeted where there are parental problems that impact most upon children: particularly, parental mental health, substance misuse and domestic violence.
- Coordinating services that support families to address wider problems such as social and geographical isolation and access to employment.
- Quality assurance of key processes that help identify and secure support for vulnerable families.
- Integrating CAMHS and providing capacity of services at Tier 2.
- Implement the Cornwall and Isles of Scilly 'Healthy Weights' Strategy.

PARTNERSHIP WORKING

- Develop sustainable partnership arrangements that discharge statutory functions appropriately through the LSCB, Children's Trust and Health and Wellbeing Board.
- We have an agreed framework for joint commissioning of services for CYP and their families in order to deliver the best outcomes and achieve value for money.
- Threshold policy has been refreshed and clarified; and promoted through multi agency training including risk assessment and standards for making a referral.
- Work to ensure that CAF and TAC are applied consistently; so that children who do not meet the threshold for statutory social work intervention receive multi-disciplinary support at an early stage.
- Work to improve transition arrangements, particularly for disabled young people, so that young people moving into adulthood feel supported.
- Developing a strategy to strengthen the quality and accessibility of Child and Adolescent Mental Health services at a preventative level.

PARTICIPATION

- Children and Young People**
- Ensure children are more aware of their rights.
 - Continue to invest in the Children in Care and Care Leavers Council.
 - The CAMHS Young People's Board plays a key role in the wider CAMHS Partnership Board.
- Parents and Families**
- Embed a process of service user feedback, particularly from parents and carers, on the services they receive, as part of our new quality assurance and performance management framework.
- Professionals**
- Embed a process to find out what other professionals within the organisation and other agencies think about the services and their ideas for improving collaborative working and the quality of service delivery.

MULTI-AGENCY PRACTICE STANDARDS

- Provide multi-agency training so that the quality of referrals to the Single Referral Unit meets the required standard for decision making.
- Ensure social work assessments are undertaken in a timely way, children are seen quickly and their views are taken into account through the Core Audit system.
- Supervision is focussed on improving the quality of assessments and that every case has a distinct risk assessment.
- Staff are supported to ensure that child plans are specific and measurable.
- Safeguarding tools—including chronologies of significant events in a child's life and genograms of their immediate and wider family—are used consistently when making decisions and that decisions are recorded.
- Quality assurance and performance management process is focussed on exceptions and action is taken to rectify shortfalls promptly.

WORKFORCE REFORM

- Professional Supervision, Coaching and Mentoring**
- Standards are being reset for the quality of supervision that supports front line staff to do their job.
 - The capacity to provide supervision for front line social workers is being increased so that it can happen more.
 - A tool box for critical reflection is being developed.
- Embedding a Learning Culture across Organisations**
- A real time audit system that provides front line practitioners and their supervisors with a learning loop.
 - Multi-agency safeguarding training commissioned and evaluated by the LSCB.
 - Access to the latest guidance and work based research in health and social care.
 - An extended qualification and career pathway for social workers that includes advanced skills practitioners.
 - An expanded professional trainee scheme.
 - An increase in the number of practitioners undertaking post qualifying awards.

PERFORMANCE MANAGEMENT

The model below shows how three forms of information, taken together, give a more accurate picture of performance, focussed upon children's outcomes:



This approach to performance management ensures that we:

- Focus on practice standards.
- Identify shortfalls and take action.
- Embed learning into practice.
- Take account of the child's experience.

The approach is forensic and relentlessly focussed on:

- Individual children.
- Case work practice.
- Team performance.

The LSCB will increasingly monitor the quality of practice and service delivery through independent audits.

