Strategic Plan – Children's Social Care and Early Help

Gateshead Council

Vision

Children and young people in Gateshead enjoy their childhood and have the opportunity to THRIVE and be their BEST SELVES

Principles

Good relationships with our Children, Young People and their families, putting them at the heart of everything we do

Focus on the child's whole system including family and community strengths building resilience

Creating a culture where excellent practice can thrive and foster a 'culture of collaboration' across and within agencies

	Priorities / Objectives	What success will look like	Measures
1	Working with the whole family to make positive changes to their lives to prevent or reduce the need for statutory services.	Families receive help when they need it and have access to community resources. Families to do well, stay safe and resolve problems at the earliest possible opportunity, before they become more serious	☐ Reduction in number of children meeting statutory services ☐ Data and performance figures from EH ☐ % of families closed to Early Help with an outcome of 'needs met' ☐ % of families not open to statutory services within 6 and 12 months of Early Help closure ☐ No. of families achieving recognised Supporting Families Programme outcomes, against annual national target/s ☐ No. of families receiving support through the CAF/TAF process
2	Re-establish the use of community resources to empower families to come up with their own solutions.	Families are encouraged and supported to seek help when they need it.	☐ Progress against Family Hubs Implementation Plan ☐ No. of new Children's Centre registrations

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This plan fits with Gateshead Council's overarching strategic approach: Thrive

			No. of holiday/play places delivered
3	The Child`s wider systems are understood and are reflected in practice, they are reviewed at regular times throughout the child`s journey with our services.	The family can identify and strengthen their support network.	☐ ecomaps will be evident on the child's file and observed via audits. ☐ Reviews will evidence that ecomap has been considered and informs planning.
4	Address any 'risk-averse' practice to avoid decision making which is reactive rather than enabling for families which includes shared ownership of decision between children, families, and professionals.	The workforce are confident and skilled practitioners who enable collaboration.	☐ feedback from families in relation to their involvement in decision making. ☐ Childs voice will be clearly evidence on file and action taken to take views into account when case planning.
5	When its not safe for a child to remain in their family home children are supported in Local Authority care while families have the time to receive the right support.	Relationships with families improves to support children to return to their family home.	☐ Reduction in number of Children in our care
6	Respite Provision for children to remain at home is valued and accessible as a resource for all families.	Relationships within the child`s eco system are used to support family respite	☐ Children remain in their family's care. Data reports ☐ Feedback from children and their families
7	Relationships with birth families continue to be seen as a priority even when children are not living at home. Relationships are supported and the circumstances of birth families are regularly reviewed and reassessed when and where appropriate.	Children and their families continue to have a positive relationship, this supports the child's growing sense of self and family identity. Foster careers and birth families have positive relationships and support our children to have stable homes. Children in Gateshead are in our care only if they need to be.	☐ Data on the length of time children are in our care ☐ Feedback from children at their review meetings ☐ Number of children in our care
8	Create Space to understand our practice and the impact of this on our families.	Learning is seen as a positive culture throughout the service and is informed by feedback from families.	☐ % of staff trained. ☐ Audit and QA process Feedback via health check and staff survey.
9	Increase the participation of Children, young people and families in co-production of support and services	Family feedback is valued across the service and is an enabler to service delivery.	☐ No of children and young people able to access advocacy services. ☐ Feedback from children and young people ☐ Numbers of children attending their reviews ☐ Numbers of children who have been supported with life story work

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A whole systems leadership approach to planning and service delivery

Manageable workloads across the service

Robust but small enough teams to support excellent practice and case management

A system-wide approach to improvement and performance

Clearly articulated vision and values

Creating a culture where excellent practice can thrive

Practice using evidence based methods and tools

A strong focus on retention, recruitment, and staff development

A culture of reflective thinking, curiosity, challenge, learning and development

Stable and visible leadership and management

A service designed to support improved outcomes and make a difference

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