Children and Family Services Department Plan 2024 - 2026



One Vision

For all children and young people in Leicestershire to be safe, nurtured, loved and supported to succeed in caring and inclusive communities.



Three Ambitions

We want to support all children and young people to:

Build Strong Foundations

Be Safe and Belong

Enjoy and Achieve



Ten priorities

To support children and young people to Build Strong Foundations we will:

- Support parents and babies, before and after birth, to create the conditions where stress is reduced, positive bonds and attachments can be formed, and language and communications skills can be developed
- Work in partnership to identify those children and young people who would benefit from support and provide co-ordinated services at the earliest opportunity
- Support children, young people and families to build strength, resilience, confidence and the skills to find their own solutions wherever possible

To support children and young people to Be Safe and Belong we will:

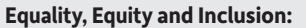
- Work in partnership to ensure risk is understood and reduced and targeted support is provided at the right time, in the right place and by the right service
- Ensure children in care and care leavers feel they have a stable, safe, loving home where they belong
- Ensure children and young people who are most vulnerable are protected, are safe from harm and supported

To support children and young people to Enjoy and Achieve we will:

- Ensure children and young people have access within their community to good quality, inclusive education that enables them to achieve their full potential
- Focus on learning and readiness for learning as a driver of wellbeing for all children and young people
- Ensure that children and young people who have additional needs and vulnerabilities are supported in the right place, at the right time in order to narrow the gap
- Work with schools and educational settings to ensure there is a clear understanding of the impact of poverty and trauma to ensure that children and young people are not disadvantaged from accessing education

Voice:

Putting children and young people at the heart of all of our activities by involving them, hearing them and ensuring their voice is influencing our services.



Supporting children and young people to feel valued, to explore their identity and to tackle discrimination within their local community.

Meaningfully and actively championing diversity across our department.

Demonstrating fairness and inclusivity across our whole organisation.

Robust Commissioning:

Having processes in place that ensure innovation, best value and quality, market engagement and support sufficiency needs.

Having a focus on joint commissioning across partners to ensure collaboration and partnership working where it is appropriate.

Developing and retaining an excellent workforce:

Equipping our workforce with the skills, knowledge and behaviours needed to be the best to support improved outcomes for children and young people in Leicestershire.

Planning

Having detailed plans in place that outline how each ambition will be achieved and how progress will be monitored.

How

we will

do it

Visible Leadership:

Leading with integrity, purpose and vision.

Clear decision making that keeps children and families at its heart.



Trauma Responsive:

Providing a safe, compassionate and inclusive environment that recognises the pervasiveness and potential impact of trauma on our children and families, our staff, our organisation and our communities.

Acknowledging that every interaction is an intervention and that relationships are at the core of our work.



Values:

Ensuring that Flexibility, Trust and Respect, Openness and Transparency and Positivity underpin our delivery of services for children and their families.



Data and performance:

Informing planning and driving performance by ensuring the right data and business intelligence is available to the right people, at the right time and in a form that they are able to use.

Strategies that will underpin delivery of the Plan

- Achieving Excellence via Purposeful Practice 2024-2027
- Business Intelligence Strategy
- Care Placements Strategy
- CFS Placement Sufficiency and **Market Position Statement**
- Community Safety Strategy

- Corporate Parenting Strategy
- Early Help Strategy 2023-26
- Maternity and Early Years Strategy 2023-26
- Permanence and Adoption Strategy
- Recruitment and Retention Strategy
- SEND Joint Commissioning Strategy
- Transforming SEND and Inclusion in Leicestershire
- Voice and Influence Strategy
- We Care Strategy
- Youth Justice Plan 2023-26



