

**Priorities for 2016/17 - Early Help and Children's Social Care Improvement Plan 2015-17**

	Main Issue	OBJECTIVES/ACTIONS
1	<b>Workforce Development</b>	Robust workforce development plan in place which delivers practice improvement, learning, management oversight and a focus on direct relationship-based social work interventions supporting a culture of high expectation and high achievement.
2	<b>Family Support</b>	Clarity about Early Help level 3 request for help pathway. Coherent Think Family/Family Support offer, including relationship with local universal plus services, in each Family Support team.
3	<b>MASH</b>	Improve and streamline MASH systems and processes, including use of CIAS (Children's Information and Advice Service), formalising information sharing, building strong CSE (child sexual exploitation) and missing processes, and passing work for assessment more quickly to Family Support or ASTI (assessment and short term intervention) teams.
4	<b>16+ and Care leavers</b>	Ensure all young people aged 16+ who are in care have an active pathway plan that they have contributed to, are in a nurturing placement (foster care where possible), have good educational support and are being prepared for adult life. Ensure that care-leavers aged 18+ have active plans and are being supported into further education and employment opportunities. Ensure that accommodation and support is of good quality and value for money.
5a	<b>Missing Children</b>	Missing Children - clear guidance, good data set and information, multi-agency processes, especially between Police and MASH, and implementation to ensure we act on learning from Return Interviews.
5b	<b>CSE</b>	Good information sharing, data and tracking of young people at risk of CSE. Effective multi-agency interventions to reduce risk or stop abuse. Good support and recovery service for young people.
5c	<b>Radicalisation/Gangs</b>	Prevent/Radicalisation - ensuring we have an effective response to people at risk of radicalisation/gangs etc - Both young people and children of young adults, including training and awareness.
6	<b>Recruitment and HR</b>	Recruitment & Retention - agree corporately a robust pay and reward scheme to recruit and retain social workers and reduce reliance on agency staff. Ensure sufficient HR capacity to support Children's Services. Improve ASYE (Assisted Supported Year of Employment) and post ASYE support. Explore Frontline.
7	<b>Children living in long-term family</b>	Improved care planning - including return home or move swiftly to long-term arrangements, Special Guardianship Orders, stronger focus on adoption; embed Edge of Care teams; more mediation between young people and parents to mend relationship. Increase use of Family Group Conference; Improved timescales and evidence in care proceedings.
8	<b>More local foster placements</b>	Increase use of internal fostering and reduce placements and residential use. Improve way placements are made with stronger focus on using in-house foster care.
9	<b>Replace CareFirst</b>	Tender for CareFirst system replacement. Simplify forms and processes in CareFirst in meantime.
10	<b>Regional Adoption</b>	Explore regional adoption arrangements.
11	<b>Partnership</b>	To strengthen and progress partnership by developing shared agreement around purpose and vision for children and families, building on the Early Help & Safeguarding Partnership.
12	<b>LSCB (Local Safeguarding Children's Board)</b>	Develop new and innovative arrangement to assure partner and individual agency effective work and collaboration to safeguard and promote the welfare of children.
13	<b>Voice of Child and Family/ Quality Assurance</b>	Improving our feedback from children and families including Children in Care, Children in Need and Children on Child Protection Plans - and learning from this feedback to improve our services.