



Transforming Social Care Addressing the challenges we have identified Staff Roadshows: May 2009

Children Leeds

the Leeds Initiative

Local partnerships making things happen

Our Values & Principles

- Child-centred practice
- Work in partnership with families
- Full commitment to inter-agency working
- Providing safe and supportive placements



Social Care Transformation Programme

What's happened so far?

- Inspection findings/APA
- Internal reviews
- Audit of child protection plans
- Safeguarding evaluation
- CYPP Priorities



Service Improvement Plan: Our 4 Priorities

1) Access and Pathways to Services

- Support the roll out of the CAF to create a CAF led city
- Support and assist with early intervention and prevention
- Contact Centre – referral management and improving our assessments

Lead: Sal Tariq from CYPSC



Service Improvement Plan: Our 4 Priorities

2) Good quality child-centred assessments based on analysis of risk and need with defined outcomes matched by resource provision

- Define standards and quality
- Develop a toolkit/operating procedures
- Effectively implement through training
- Improve managerial support to staff through supervision and ensure quality practice standards are followed and audited

Lead: Liz Shingler

Service Improvement Plan: Our 4 Priorities

3) Outcome-focussed planned interventions which demonstrate participation, involvement and defined change which is critically reviewed

- We will identify the key processes that we undertake with children and understand how and why we do them
- We will identify and implement best practice processes
- We will implement a quality assurance process and support practitioners and team managers in improving the planning process end to end

Lead: Liz Shingler





Service Improvement Plan: Our 4 Priorities

4) Workforce Planning - well led, motivated, well trained workforce who are resilient, confident and competent

- Focus attention on developing our workforce to ensure we have the people with the right skills, experiences and competencies, in the right jobs, at the right time
- Free up managers' time to enable them to manage teams and individuals rather than manage down by breaking the caseload cycle
- Accurately project the number of resources (people and skills) needed to manage core caseload tasks
- Ensure our recruitment processes identify and attract the kind of applicants we need
- Create a work climate that retains high performers
- Ensure staff know what is expected of them, are accountable for tasks they control and are supported to deliver

Lead: Graham Sephton



Performance & Quality Assurance

- Review of ESCR
- ICS & business processing priorities
- Increased capacity and move to CYPSC dedicated team
- Performance challenge & support to embed performance management culture
- Workload management system

CYPP Priority: Reducing the need for children and young people to be looked after

Leeds Current Position

- Higher than average number of children looked after
 - 1365 children in care in Leeds, 89 per 10,000 population
 - Higher than statistical neighbours, 65 per 10,000
- Will need to reduce by 200/300 to be in line with comparative authorities
- Current inability to effectively intervene and provide support at an earlier stage
- Emergency admissions and inconsistent care planning
- High numbers placed at home with parents on care orders



Plan to reduce the need for CYP to be looked after

- Referral management, assessment, analysis and clear planning
- Is becoming looked after the right decision for this child/young person
- Earlier identification and prevention
 - Young children via children's centres/family resource centres: co-ordinated support
 - Multi agency adolescent cases panel
 - The roll of Family Group Conferences
 - Target children placed at home with parents