



Our Organisational Danger Statements and Goals



Recruitment & Retention

The Senior Leadership Team is worried that we can't get social workers to join our safeguarding and care planning services and when we do too many leave. This means that too many children and families are experiencing changes in worker and getting an inconsistent response, affecting the chances of achieving success in our work with children and families. If this continues, we will not be able to build a stable workforce and make further progress to improve our services. This may lead to a lack of confidence in how well we work with children and families, from our own organisation, partner agencies and organisations who inspect us as well as from children and families themselves.

We will encourage people to join and stay with us, creating stability for our children, families and our organisation, giving confidence to all those we work with and inspect us. We support, develop and train our staff and managers, ensuring they get regular high quality supervision. Staff and managers have a good work environment, work in teams with a strong sense of identity and belonging and have a doable job. Our practice is contributing to good outcomes for children and their families.



Leadership

The Senior Leadership Team is worried that our organisational behaviour is often reactive, sometimes driven through crisis. If this continues, we will not create plans that are thought through, thorough and draw on our existing strengths, preventing us from making our best judgements and seeing greater opportunities for the long-term. This will hold us back in making progress to improve our response and services to children and families.

We are proactive, responsive and solution-focussed. We focus on strengths, and take time to gather and consider information to make best judgements and decisions, in our work with children and families and in respect of our own organisation.



Assessments

The Senior Leadership Team is worried that when we complete assessments with families, there are too many times when they do not engage families, hear the voice of children, and lack analysis and professional judgement. This means that goals are not clear. If this continues, decisions may be made that do not support children and families to stay together and children may continue to be in unsafe and uncertain environments, preventing them reaching their potential and reducing the chances of safety being created.

Our assessments involve families, act on the voice of children, are analytical and timely and enable us to understand the needs of children and families. Our children and families receive the right support from the right people at the right time. Wherever possible children are supported to stay within safe family networks and communities.



Relationships with Families

The Senior Leadership Team is worried about the lack of progress towards relationship based practice. If this continues, staff may rely on forms, processes and database information, spending time in the office, rather than spending time with children and families, getting to know and understand them and their networks whilst using creative tools and analysis. This often leads us to not make the best decisions for children.

We have reduced bureaucracy moving from a process and system driven organisation to one driven by people. The voice of children and families can be clearly seen in our recording. We spend more time working directly with families using specific practice tools to engage with them. We have strong and effective relationships with our colleagues from schools, health, police and others where our combined effort creates a greater positive impact. Together we work in partnership with families, encouraging them to recognise and use their strengths and that of their local community to think of their own solutions to meet the needs of children.

