

Signs of Safety Northamptonshire Charter

This charter expresses our commitment to work together with our children, families and our partners to achieve the following goals:

Recruitment & Retention

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

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

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

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 creative 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.

To achieve our goals we will all take responsibility to:

- Seek out, acknowledge and **celebrate good practice**.
- **Use the Signs of Safety assessment tool** to consider issues and concerns, focusing on what's working well, what you are worried about and what needs to change.
- Be clear and specific, **using everyday language**.
- Involve the people directly affected by an issue to **find a solution**.
- **Use an enquiring approach** and ask children, families and professionals what can be improved and how.
- Focus on **understanding the day-to-day experience of the child**, capturing their own words and ideas.
- **Champion the Signs of Safety approach** within our teams and look how we can improve practice.
- Encourage each other to **'have a go'** and learn together.
- **Build relationships with families** and between professionals.
- **Be positive, open and honest** with families and each other, particularly about any worries or concerns.



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Councillor Matt Golby

Cabinet Member for Children's Services
Northamptonshire County Council



Northamptonshire
County Council