

Our Priority areas	
1. Getting it right for children and families first time	<p>Definition – Through the work of the front door (MASH, Early Help) to provide the right support and guidance to children, young people and families at home, and in their communities that ensures we deliver effective services; whilst working consistently to the levels of need.</p> <p>What good looks like – Measurable evidence that children and families are receiving the right services that meet their needs at the right time and in the right way.</p>
2. Keeping Children and families together where possible; including a reduction in our looked after children numbers	<p>Definition – Early identification of families and early intervention to prevent crisis and to ensure that the home environments remain safe for children; early permanence planning for children who require it which sees long term foster care as a last resort; a focus on reducing the number of children in care and family re-unification.</p> <p>What good looks like – Measurable evidence that children and families are receiving effective support that keeps families together within their own community.</p>
3. Record appropriate and full information to ensure that we meet the identified needs for children and families to support and achieve outcomes.	<p>Definition – To do our work justice and to support children and families there is a need to capture our full activity in our records that reflects the child's journey.</p> <p>What good looks like – Full and accurate records that clearly explain children's lived experience, the reasons for social work intervention, the decisions made about them and holds the necessary data to enable full reporting that drives improved outcomes for Children and Families. Use plain language that a child can read and understand.</p>
4. Ensuring consistency of decision making for children and families	<p>Definition – To use evidence to understand the children and family that will enable social workers and managers to take informed and consistent decisions based upon identified needs; decision making that is defensible best practice.</p> <p>What good looks like – Appropriate decisions being taken and recorded in a timely and effective manner for all children and families that change their lives for the better</p>
5. Policy and practice that enables good quality social work for children and families	<p>Definition – Identifying best practice that informs policy making to improve outcomes for children and families that enables good quality social work to take place.</p> <p>What good looks like – Social Work practitioners tell us that they feel confident and competent with the knowledge, skills and opportunities to reflect and learn in order to deliver good quality social work; effective work with regional and national partners with a focus on what works best for children and families.</p>
6. A single practice approach that deliver and improve quality and outcomes for children and families (Signs of Safety)	<p>Definition – Consistently deliver the sign of safety approach at the right standards with children and families; recognising and involving all key partners in achieving change.</p> <p>What good looks like - A single practice approach embedded across Herefordshire that delivers better outcomes for children and families.</p>
7. The leadership of change to prioritise better quality and outcomes for children and families	<p>Definition – A culture of leadership and change that promotes practice leadership, performance accountability, and knows what good looks like that leads to better outcomes for children and families.</p>

Appendix B – Priority areas and definitions

What good looks like – Proactive strengths-based leadership that creates the environment where good quality social work thrives and improves the outcomes for children and families. High Support and High Challenge

8. Sustainable and skilled workforce to provide continuity for children and families

Definition – Having the right people with the right skills to meet the needs of the children and families in Herefordshire

What good looks like – A permanent workforce that is professional, invested in continuous learning; and committed to achieving improved outcomes for children and families; with a commitment to remain in Herefordshire.