**West Sussex – Practice Guidance**

IROs are qualified social workers with at least five years’ experience, and who have acquired the right skills to carry out this role.

**What are our Practice Standards?**

Within West Sussex our Practice Standard are referred to as our ‘WiGLLe’ Guides and they set out; ‘What Good Looks Like’ for our statutory work. All Social Workers and Managers must know and adhere to these Standards.

**Why do we need Practice Standards?**

* All Social Workers, Supervisors and Managers have clear guidance on their roles and responsibilities
* Consistent approach to meeting our statutory duties
* Clear expectations of what is expected of Social Workers and front line Managers and that they can measure themselves against
* Confident professional service that is respected by families and other professionals that can champion the needs of children through their work and challenge others, where necessary to promote the welfare of the child
* A set of Standards that quality assurance work can measure against
* Not a reiteration of timescales but something that addresses quality
* In the words of Munro...“To enable Social Workers to exercise professional judgement ... also ... to improve their expertise”

**To support the Children’s Social Care Standards there are:**

* Tri-x Procedures - which contains the main policies and procedures that ensures we comply with the law and statutory guidance when safeguarding the needs of the children and families we work with;
* Practice Guidance - contains local guidance, tools and other information that supports and complements the policies and procedures in the procedures section;
* West Sussex ‘One Minute Guides’ – each guide contains a summary of key information that you need to know as a minimum requirement;
* Child Protection & Safeguarding; The Pan Sussex Child Protection Procedures and West Sussex specific procedures are managed by the LSCB.
* MOSAIC - contains “Workflow” and “How to Guides” for specific areas relating to our policies;

**How to access?**

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**Key Principles that underpin our Standards:**

* An ambition to ensure that all children and families in West Sussex who access Children’s Services receive the right level of service at the right time.
* High quality Social Work Services that begin from early and responsive intervention at the point of contact.
* The safeguarding and welfare of the child is the focus for all that we do as Social Workers.
* Families will be treated with respect and honesty and kept informed throughout any social work intervention.
* The strengths of families as well as concerns will be assessed and used to safeguard children.
* The work with children and their families will be based on the achievement of identified improved outcomes that are measurable so that the child sees an improvement in their circumstances and feels safer.

**Core Expectations:**

* Every Social Worker should know the answer to the following;
* Why is the family involved with Children’s Social Care and for how long?
* Is the child safe?
* How does the child feel?
* What is life like for the child?
* How is our intervention helping?
* How do we know we are making a difference?
* What next?

**Reference Points;**