

Vision and ambition

Our vision is to ensure that:

- *“Every child and young person in Warrington is safe, healthy and has the opportunity to reach their potential”*

Our ambition is to have a borough that works for all children and young people. We are committed to closing the outcome gap for children and young people from vulnerable and deprived backgrounds.

- We want children and families to receive the right help and support at the right time, with support being provided as needs emerge to avoid escalation.
- We want children and families to benefit from high quality, purposeful relationships with professionals from across the partnership that create opportunities for change.
- Our ambition is for children to be put at the heart of all we do and for children’s voices to help shape decision making and development of services.



Our core model – Systemic Based Practice

To achieve our vision we will be taking a systemic approach developing the skills of our early help practitioners and social workers through an enhanced workforce development offer so that all our staff have the skills and expertise to support families to make and sustain the changes required of them.

We have adopted systemic based practice as our overarching practice approach. We believe this is the best approach to work together with families struggling with complex problems and fits with our core belief that children are best cared for by their family wherever this is possible and safe to do so. To achieve this we must work alongside our families helping them to solve problems and create change for themselves.



Our Approach to Social work Practice:

<https://intranet.wla.int/FamilyandWellbeing/Children's%20policies/Staff%20policies/Our%20approach%20to%20children's%20social%20work.pdf>

Warrington's aim is to enhance the current offer of support for staff and promote a learning culture which supports continuous development and improvement.

Recruitment and Retention Strategy - supports manageable caseloads through a simplified progression programme alongside a retention payment scheme to reward long service. We will continue to work with Step up to Social Work, and to collaborate with Frontline to attract the best possible candidates to social work.

ASYE Programme – a dedicated social work qualified coordinator to provide support to all ASYEs, protected caseloads and training provided by the Greater Merseyside Social Work Partnership.

Systemic Practice Training and Induction Programme – all social workers will be offered systemic training and Managers will be offered the option of providing all new social workers with a protected week of induction facilitated by the quality assurance team.

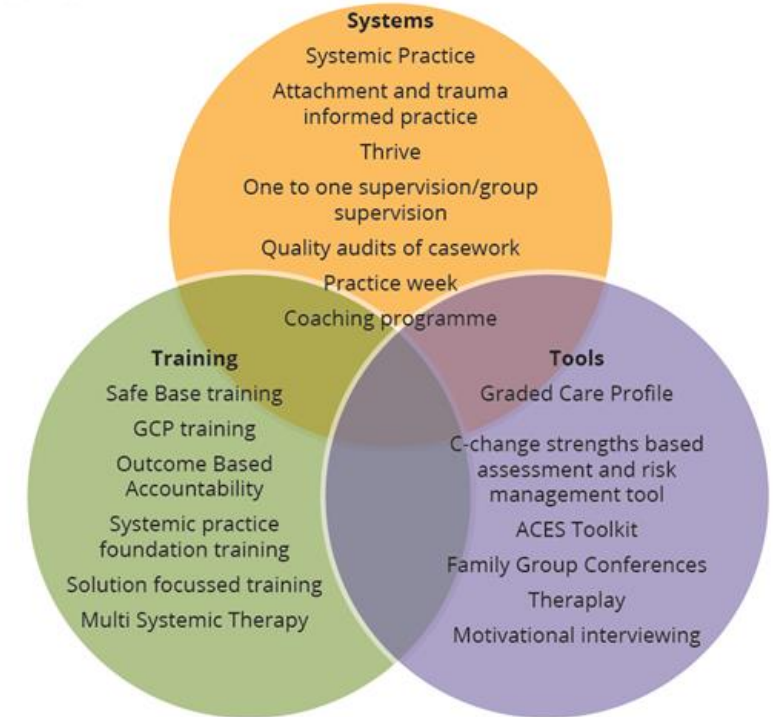
Frontline practitioners and managers' base line programme - reinforcing our approach and expectations so all staff are clear of our ambition and our approach led by our Heads of Service and available to all staff, with a focus on those in their induction period.

Managers' development programme – bespoke manager programme enhancing our management grip and oversight, equipping managers with the skill to offer high support and high challenge to drive great practice and improved outcomes.

Supporting staff to be the best they can be

We invest in all of our staff including front line workers, supervisors and managers so that they have the skills and expertise to work purposefully with children and families.

Our practitioners have available, and are trained to use, a number of key tools that support relationship based approaches that focus on the strengths of the children and families we work with as set out below.



Our priorities for the workforce are:

Core training in systemic practice – this will be made available to all staff as core training, embedding relationship based practice as the core of our practice model.

Core Training in areas of abuse in collaboration with Warrington Safeguarding Partnership.

Strengthening of our reflective supervision processes – this includes the use of learning circles and peer supervision/ challenge sessions.

Strengthening our approach to Quality Assurance - including direct observations and practice weeks, alongside close the loop approach to our learning and development from audit activity, complaints and compliments.

Strengths based staff conferences and focus on seriously successful case work as a learning vehicle.

Social work practice based career pathway – embedding of progression on the basis that all practitioners are experts and can progress to advanced

Developing our organisational structure - ensuring practitioners are close to managers and managers are close to practice - more teams with managers having less spans of influence and less hierarchy.

Reducing hand offs in our ‘processes’ to enable social workers to retain cases for longer periods, from assessment through to permanency being confirmed.

Practice Educator Programme – support students through to qualification and ‘grow our own’.



WARRINGTON
Borough Council