

# Wokingham Children's Services Strategy (2021-24)

Our Vision

Wokingham is a great place to live, learn and grow and a great place to do business

Wokingham is a Borough in which all children and young people are safe and cared for, enjoy and achieve, are healthy and resilient, grow up ready for adulthood, and feel happy, hopeful and loved.

Community outcomes

Enriching Lives Safe, Strong Communities A Clean and Green Borough Right Homes, Right Places Keeping the Borough Moving Changing the Way We Work For You

Outcomes for CYP

1. Safe and cared for

2. Enjoy and Achieve

3. Healthy and resilient

4. Ready for adulthood

5. Happy, hopeful and loved

Our Values

We focus on making a difference.

We aim high.

We are strategic, efficient and effective.

We value our people.

We drive partnership, collaboration and coproduction.

We support children, young people and families on their journey and measure our success in terms of impact on outcomes.

We have high aspirations for every child and young person. We are ambitious for our services, and strive for excellence in everything we do.

We manage all our resources efficiently and effectively to meet the needs of our children, young people and families.

We highly value and support our children's workforce. We support our people to excel, grow, and love their work.

We work in strategic partnership with professionals, children, young people and families to achieve our shared goal to improve outcomes.

Our Strategic Priorities

SP1. Ensure we are designed to deliver excellent outcomes for all children, young people & families in Wokingham

SP2. Excel in our practice, be known for the quality of our work, and perform to the highest standards

SP3. Develop effective strategies which improve outcomes and deliver them in the most efficient way

SP4. Recruit, develop and retain a high-performing children's workforce

SP5. Strengthen our partnerships, drive system leadership & put children at the heart of everything Wokingham does

SP1.1) Develop a sustainable future model and design of children's service

SP2.1) Continue to drive improvements in performance & practice standards

SP3.1) Ensure our strategies have impact and focus on delivering better outcomes

SP4.1) Refresh and reinvigorate our approach to recruitment

SP5.1) Strengthen the strategic focus and nature of our partnership working

SP1.2) Embed our models of early intervention and prevention, including Early Help, Edge of Care and Emotional Wellbeing

SP2.2) Set challenging goals for all our services, and continually challenge ourselves to be the best we can be

SP3.2) Continuously improve our ways of working, pathways & processes

SP4.2) Invest in and support our staff to grow in their roles and capabilities, and accelerate in their careers

SP5.2) Deliver genuine coproduction at the strategic and individual level

SP1.3) Continue to develop and embed an effective approach to tackling exploitation

SP2.3) Target our business change and continuous improvement activities

SP3.3) Strengthen our data and information management

SP4.3) Strengthen retention & succession planning

SP5.3) Drive a "one Wokingham" approach to improved outcomes for children, young people and families, across the council and the Wokingham area

SP1.4) Embed innovative models of support for CWD, SEND and Inclusion

SP3.4) Work in an agile and flexible way to help manage demand

SP4.4) Responding successfully to prevailing and forecast changes in the job market

SP5.4) Strengthen our relationship with Schools to collectively improve outcomes for children and young people

SP3.5) Make intelligent decisions about how we best manage risks & financial resources

Our Business Areas driving delivery

## Children's Social Care and Early Help

- Providing the right type and amount of help at the right time, to support the most vulnerable children, young people and families
- Driving an early intervention and prevention approach to anticipating and addressing needs
- Strengthening resilience and well-being
- Strengthening our support for vulnerable adolescents in the community
- Strengthen our partnership arrangements to ensure children are safeguarded in their homes and in the wider community

## Learning, Achievement and Partnerships

- Supporting children and young people to enjoy life and achieve their potential
- Supporting the most vulnerable to achieve
- Narrowing the gap in attainment outcomes
- Supporting schools and building partnerships to drive attainment and independence
- Driving inclusion and an inclusive approach to delivering better outcomes for all children and young people

## Quality Assurance and Safeguarding

- To develop self-knowledge through quantitative and qualitative analysis
- To put in place standards, systems and processes which provide a strong framework for continuous improvement
- To produce accurate targeted data, effective analysis and evaluation of performance which supports management and practice across services for children
- To embed a culture of challenge and improvement, where quality assurance is everyone's business
- To provide opportunities for learning and development to enable staff to make the most of their aptitudes and abilities (ASfEs - Managers)
- To promote excellence of practice which results in the best possible outcomes for children and young people
- To advance and enhance practice through the development of the Practice Model

## Strategic and Operational Delivery

- Driving cross-council working to put children and young people at the heart of everything Wokingham does
- Developing strategies and programmes to drive excellence & continuous improvement
- Driving commercial excellence, effective financial management & Value for Money
- Engaging strategically and proactively with peers, networks and regulators