

Signs of Leadership: our pledge



1. We will put children and young people first and foremost in everything we do. We will strive to work alongside families and other services to ensure they get the right support for them, at the right time, to make a positive difference (improve outcomes). Listening and building trusting relationships are key.
2. We will support our children and young people to remain with their families and networks where they can be cared for safely within a loving and stable environment. When this cannot be done, we will ensure these children receive a permanent, secure home as soon as possible and help them achieve their full potential (including actively work to support children to return home).



3. We will lead a collaborative approach to working with children and young people and their families. Supporting them to participate in decision-making so that their views and wishes form part of the plan for their future. Helping to better understand families by taking the time to get to know them, their history and the challenges they've faced.

4. We will recognise and nurture the existing strengths within families to enhance safety as well as address any risks or harm, intervening at the lowest level wherever possible.
5. We will use plain language that can be readily understood by families. Making sure children and young people have an explanation they understand for why professionals are working with them.

6. We will provide leadership that is strong, visible and engaged. We will make a full organisational commitment to Signs of Safety, with senior leaders being actively engaged with practice; modelling the approach in management and leadership; creating the conditions for social work to thrive and providing a vision of what good looks like.

7. We will develop empowered professionals who feel confident having difficult conversations with families, are supported in their decision making and see the positive impact of their work with families. Endeavouring to leave a positive legacy on any lives we touch.



8. We will foster a safe organisation, building confidence that workers will feel supported, have permission to explore the use of Signs of Safety as our new single practice model and are open to challenge. Encouraging practitioners to think critically, reflecting on what has worked and not worked.

9. We will lead and embrace change with a sense of confidence, optimism and creativity, seeking to understand the challenges and focussing on the opportunities.



10. We will always strive to improve and build on the quality of our practice. Undertaking regular, honest shared reflection at every level of the organisation; learning about what works well, what we need to do better and celebrating successes.