

Plan on a Page

What we'll do

Vision:

Our vision for Norfolk children and young people is that they will be safe and live with resourceful and resilient families. They will live in inclusive and supportive communities, have access to high quality education and training and have opportunities to thrive in adulthood.

Outcomes: For children and young people in Norfolk to thrive we want them to:

- Be safe from harm.
- Know how to get help when they need it.
- Have access to good learning opportunities and fulfil their potential.
- Be confident to influence their futures.
- Make sound and safe choices.
- Be healthy and encouraged to have a healthy lifestyle.
- Grow to be adults who contribute to the communities they live, learn and work in.

Priorities:

- To keep families together.
- To work directly with parents.
- To promote greater independence for children with special needs.
- To achieve permanence without delay.
- For care leavers to have a clear offer of support.
- Use data to support our identification and work with children and their families.
- To have schools at the heart of our communities.
- To have strong universal services in our communities.

How we'll do it

Early Help:

- To work from locality based hubs.
- Knowing what works well and embedding this in practice.
- Listening to children, their families and communities to develop and shape our services around them.
- Focussing help where and when it is needed at the earliest opportunity.

Being ready for learning:

By being relentless in our drive for all children to access good and outstanding learning opportunities that enable young people to be aspirational for their futures and the best they can be.

Outstanding social work:

- Continuing investment in NIPE and the social work academy.
- We will create the right environment for the children's workforce to flourish.
- We will strive for manageable caseloads.
- We will provide the right tools to support workers to do their best work.
- To build consistently good and outstanding practice by embedding practice standards that are underpinned by Signs of Safety and restorative practice.

Performance and challenge:

- We will have a performance framework that encourages us all to learn from our practice and continuously improve.
- We will have a children's recording system that provides accurate, valid and meaningful information to enable managers to predict workflow.
- We will have seamless relationships across the wider county council who will embed Children First in their priorities.
- We will learn from all feedback and shape future services and responses in a way that builds confidence in our families and partners.

How we'll know if we've made a difference

We know we have made a difference when:

- Children get the right help at the right time.
- **More children live at home because their families have been supported at the right time to live with their families.**
- Fewer children are subject to child protection plans because their families and communities are resilient and able to protect them.
- **Children with SEND have the best EHCP and their needs are met in the right provision near their homes.**
- Fewer children are excluded from schools.
- **Children will attend good or better schools.**
- Children who have to live away from their families are matched appropriately to the placement that best meets their needs.
- **We are using data and performance information intelligently to plan and predict accurately our service demands.**
- Our care leavers will be supported to influence their futures and know what they need to live successful, independent lives.