

# Transformation Programme

Isle of Wight Council



# Transformation Programme

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Building on the strengths within Children's Services, a transformation programme will be delivered over the next 2 years.

Three working streams :

- Hampshire and Isle of Wight Approach
- Multi-agency working – Multi-agency team in CSC
- Facilitating Effective Social Work

# Our Vision

- A **family** service – a system focussing on improving outcomes for the children in the family context
- A social work led, integrated, **multi-disciplinary services**, from the front door to specialist services
- An approach supporting social workers to deliver **meaningful interventions** and create lasting change
- Improved **flexibility** for good practice to flourish
- Children are supported by and within their **family / community** wherever possible

# Projected Outcomes

- **Positive** and **sustained** change for children, young people and their families
- Keeping more children **safely** at home
- Families feeling they are getting the **right support**, at the **right time**, from the **right person**

We will see we are making a difference through:

- ✓ What families tell us – external evaluation
- ✓ Reduction in Looked After Children numbers and Child Protection Plans
- ✓ Reduction in repeat referrals

# Key elements

Creating Sustainable change within families

Family-focussed & evidence based practice

Dynamic and sustainable multi-disciplinary service

Lean and effective service delivery

Enable the department to deliver system wide change

Person centred

Innovative

Being resilient

Empowering

Strengths based

Accountable

Working more collaboratively

Maintaining



# Hampshire and Isle of Wight Approach

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- Strengths based approach
- New processes to enhance working, such as family meetings
- Review of documents and changes to assessment tools
- Changes to practice, using strengths based approach, building on strengths and resilience
- Supporting partner agencies to understand change

# Strengths Based Approach

## Traditional practice

What cant you do?  
Task focussed  
Capture views during assessments  
Reduce the number of children in care  
Meeting statutory targets

What support do you need?  
What are the risks?



## Isle of Wight mindset

What would make life good for you?  
How do you want to get there?  
Professionals have a responsibility to you  
Agreed outcomes  
We assess with you  
Increase children living safely at home



# What does this mean for you?

Activity: Ideas from professionals?

Examples:

- Conferences being conducted differently
- LAC reviews being conducted differently
- Utilising technology
- Family meetings, families owning the plans
- Different approach to risk
- Families taking more responsibility



# Multi-agency Working

- Creating a multi-agency team (RAFT) who can deliver effective specialist support to families:
  - Enhancing FIT approach
  - 2 x new Child Mental Health Practitioner posts
  - Each practitioner holding a small caseload
  - Offering advice/consultancy to the service
- Securing longer term investments from partner agencies
- Recruitment of a Volunteer Coordinator and volunteers to support our work with children and families (mentoring / practical support / return from missing interviews)

# Focussed support to targeted families

- **Prevention** : Keeping children safely at home that may otherwise be at risk of becoming Looked After, including children with disabilities
- **Reunification** : any aged child currently in care who can safely be reunited home
- **Advice and support** for children / parents / carers with mental health issues
- **Advice and support** for young people / adults with substance misuse issues
- **Advice for support** for families experiencing domestic abuse
- **Advice for practitioners** in strategies / approaches in case work
- **Volunteer portfolio** : to support social care practitioners in delivering support and interventions-sustained change

# What does this mean for you?

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Activity : Ideas from professionals?

Examples:

- Mental health practitioners at meetings
- RAFT strengthened, targeted intervention
- Consultation for staff : Childrens / Adult Mental Health
- Consultation for staff : Domestic Abuse
- Consultation for staff : Substance misuse
- Volunteers supporting

# Facilitating Effective Social Work

- Tools to equip Children's Services staff to do the best job they can
- ICT equipment roll out, support, guidance and focus groups
- Development and research of apps, systems and online social care toolkit
- ICS upgrade, CP-IS
- Replacement case management system (ICS)
- Changes to working practices e.g. agile working

# What does this mean for you?

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Activity : Ideas from professionals?

Examples:

- Technology being used in the community
- Using 'online' and 'offline' content
- Links to NHS, notifications
- Apps to be used with children / young people
- Changing times of core working hours
- Interaction with other agencies

# Questions

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Any queries, questions,  
comments or suggestions,  
please contact :

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