

# Children's Integrated Services



## Service Plan 2023-2026



**Changing Lives.  
Changing Futures.**



**Nottingham  
City Council**

# Priority 1

We will focus on outcomes and aspirations for children

## Our key principles

- We will ensure the right children get the right support at the right time, supported by services that are responsive to children's needs
- We will listen to and hear the voices of children and families who use our services and use their feedback to shape services with us
- We will understand the lived experience of every child / young person and ensure our work is responsive to their background, personal characteristics and circumstances
- We will work with families to build resilience and help them help themselves

## What will success look like?

- More children achieving permanence sooner
- Fewer children needing a child protection plan
- Fewer children needing to come in care due to abuse or neglect, and more children able to live safely with their family
- More children accessing the wide range of early help services
- More Nottingham City foster carers providing a family home for children who need to go into care
- Less placement moves and fewer changes of workers for our children in care
- More feedback from children and families to help us shape our services





# Priority 2

## We will continually develop and transform the service



### Our key principles

- We will work to transform our services and improve outcomes for children and reflect our diverse community
- We will progress our improvement and service development plans and evidence the impact this is having for children and families
- We will work with wider partnerships and the D2N2 network to identify and develop opportunities
- We will review and transform our Early Help offer to ensure children and families get the right support when they need it and that these are engaging, accessible and reflective of our diverse communities

### What will success look like?

- Increased number of foster carers with high levels of utilisation
- Increased number of suitable placement options for children in care and 16/17 year olds who present as homeless
- Fewer children needing to come in care due to abuse or neglect, and more children able to live safely with their family
- Increased number of children receiving effective early help services across the partnership
- Improved feedback from our Ofsted Monitoring visits and improved judgement at our next full Inspection of Local Authority Children's Services, which show we are having an impact for children

# Priority 3

**We will value every colleague as an expert in their role**

## Our key principles

- We will develop and launch a learning academy to offer a range of learning, development and career development opportunities
- We will continue to develop a culture of high support, high challenge and respect for individual skills, experience and differences
- We will continue to identify ways to support our workforce and create safe spaces for reflection
- We will support and enable each other to work with high levels of professional judgement, accountability and creativity

## What will success look like?

- More staff coming to work for us and more staff wanting to stay with us.
- Happier staff, who feel content and enjoy coming to work
- Staff who feel skilled and supported to fulfil their role
- Wide range of learning and development opportunities available and accessible to all staff
- Clear development pathways (which are not just focussed on promotion)





# Priority 4

**We will work in collaboration and partnership to deliver improved outcomes for children**



## Our key principles

- Work with our partners and colleagues to develop their understanding and the importance of seeking consent from families to access appropriate services and ongoing intervention
- Work with partners to improve support and the offer for all children within our services, which reflects their needs and individual circumstances
- Collaborate with our statutory and community and voluntary sector partners, wider council departments and the D2N2 partnership to increase opportunities
- Work with partners and communities to create a cohesive Early Help and wider partnership offer that engages with, is reflective of and accessible to our diverse communities
- Develop our relationships with universities to attract a range of graduates to the workforce

## What will success look like?

- Improved partnership services for children and families
- Partnership engagement with Early Help and an Early Help offer that provides support to families with a service that supports their needs
- Increased understanding and seeking of consent across our partnership and CIS services
- Increased and more confident partnership working that enables children to access a range of services at a time appropriate to them and their needs