

UPDATE: 17th November 2017 Challenge 2021

The Overview

The West Midlands is on a self-determined journey to be the best region for Children Services in the country. We plan to achieve this through collaborative, self-improvement, building on the annual self-evaluation and peer review and promoting best practice.

We intend the West Midlands to be a place where children and young people thrive and families are supported, inspired by a dedicated workforce keeping children and young people safe. Where we will consistently deliver good and increasingly outstanding, education, health and wellbeing outcomes for all our young West Midlands citizens.

The four pillars for change that we are using to underpin the journey to achieving our ambition are:

- ❖ Improve the Quality of Practice
- ❖ Workforce and Leadership (A Phased Approach)
- ❖ Managing Risk and Demand (A Region of Improved Local Authorities)
- ❖ Educational Outcomes, Skills and Economy

How We Will Do It

- ❖ Commitment in all senses; strong leadership, political will, an informed empowered workforce and good engagement with children, young people and their families and carers
- ❖ National representation - bringing back fresh ideas into the region and ensuring that our voice and issues are influencing national thinking
- ❖ We will all think regionally and be ambassadors for the West Midlands as well as our own authority.
- ❖ Develop and maintain effective relationships with other key leadership groups, ensuring they are aware of our ambitions and seeing how they can contribute to our achieving the outcomes
- ❖ Honesty; creating a true Learning Organisation where there is constructive challenge; proper dialogue; analysis of the barriers in context; solution focused thinking; high levels of personal support; a culture where we are prepared to share all so we can understand and work together to enable each other to find the right pathway
- ❖ Focus on the prize: good is not good enough, we want outstanding and we want to maintain it. We are thinking big and bold; we are being aspirational.



The Vision:

By 2021 we will;

- ❖ Have 12-14 LAs who are Good or Outstanding (Safeguarding Inspection)
- ❖ Have the region's Children and Young People in the top quartile for educational outcomes nationally, and compare favourably internationally
- ❖ Have the lowest Social Worker turnover rate in the country
- ❖ Have some of the most efficient and effective; placement, training, safeguarding boards, SEND provision, schools
- ❖ Have a reputation for innovation to improve effectiveness
- ❖ Have reduced costs
- ❖ Be a key influencer of government policy
- ❖ Be a first choice region for trialling innovative programmes

Achieving the Vision

To assist us achieve our vision and ambitious plan, a small Project Team formed with investment from ADCS West Midlands with the full support of IEWM is seeking to facilitate:

- ❖ Effective engagement with the LGA and Lead Members with responsibility for Children's Services, where our policy holders and decision makers understand and believe in the vision, with a view to them investing in the journey and that they articulate as ambassadors with their peers
- ❖ Strong communications in all aspects of what we do
- ❖ That best practice is identified and shared effectively
- ❖ That we are child, young person focused and family focused including effective co-production where children, young people and families are fully engaged in design and delivery of all programmes
- ❖ Prioritised effective joint-commissioning either at a sub-regional or regional level; making use of available intelligence by maximising the data-sets, timely analysis of the data and applying the commissioning cycle
- ❖ A financial return on investment that can be quantified and contributing to regional and Local Authorities medium savings plans

