

**Herefordshire Safeguarding Children Partnership**

Strategic Plan 2021 – 2024

**Partnership Pledge:**

***Our role*** *is to keep children safe and give them a voice.*

***Our Commitment*** *is to make sure everything we do works for children*

***We will*** *make sure that children are at the heart of what we do*

**Introduction**

The Herefordshire Safeguarding Children Partnership (HSCP) is a statutory body established under the new arrangements of Working Together to Safeguard Children 2018. The HSCP is led by three Safeguarding Partners: Herefordshire Council’s Children’s Services; NHS Herefordshire and Worcestershire Clinical Commissioning Group and West Mercia Police; but includes Relevant Agencies that cooperate with each other to safeguard children, and young people and promote their welfare. We are responsible collectively as a Partnership for strategic co-ordination and delivery of safeguarding services for children and young people across Herefordshire.

The three Safeguarding Partners Executives meet bi-monthly to form the ‘Safeguarding Partners Executive Board’ that has strategic oversight of the effectiveness of the multi-agency safeguarding arrangements across the local authority area of Herefordshire. Their role is to lead, coordinate, develop, challenge, and monitor the delivery of effective safeguarding practice by all agencies across Herefordshire.

The three Safeguarding Partners, together with Relevant Agencies are engaged in the activity of the Partnership’s subgroups, review and audit activity, Summits and Practitioner Forums.

More information on the arrangements of the HSCP, previously known as Safeguarding Children and Young People in Herefordshire (SCYPiH) can be found in the [‘New Safeguarding Arrangements’ page](https://herefordshiresafeguardingboards.org.uk/news/new-childrens-safeguarding-arrangements/) on the HSCP website.

Together we are committed to delivering the Herefordshire Safeguarding Children Partnership vision and pledge through the Strategic Plan, according to an agreed set of values and principles.

This Strategic Plan outlines the agreed priorities, aims and objectives for Herefordshire Safeguarding Children Partnership (HSCP) for the period 2021-2024.

**Values & Principles of the HSCP**

**Our Vision:**

“Children are safely cared for by their family because services work well together, and with families.”

Our values and principles have been developed in collaboration with children, young people and partners, through a variety of engagement activities.

**HSCP Values**

* Child Focused
* Collaboration
* Transparency
* Inclusivity

**HSCP Principles**

* Children are at the heart of what we do, and we will learn from the actions we take.
* We will make a difference to the lives of children and young people.
* We will focus on the difference our partnership makes to the lives of children & young people.
* We will ensure that children are at the heart of our discussions and the actions we take.
* We will share information and work together with openness, respect, trust, and confidence.
* We will challenge each other when this is needed and will welcome challenge in return, knowing this helps keep our system safe.
* We will address the well-being needs of children and young people at the earliest opportunity and prevent the need for later child protection intervention whenever possible – providing the right help at the right time.

**Partnership Pledge to children, young people, and families:**

**Our role** is to keep children safe and give them a voice.

**Our Commitment** is to make sure everything we do works for children.

**We will** make sure that children are at the heart of what we do.

**HSCP Priorities**

The HSCP has four strategic priorities:

* **Leadership**
* **Neglect**
* **Right Help, Right Time**
* **Exploitation**

The aims and objectives within them have been identified through a series of extended Safeguarding Partner’s Executive Group meetings informed by case reviews, audits, subgroup reports and consultations with wider partner agencies.

**Strategic Plan**

| **Strategic Priority** | **Aim** | **Objectives** | **How we will know we have made a difference.** |
| --- | --- | --- | --- |
| Priority 1: **Leadership** | Embed a culture of collective responsibility, accountability, and professional challenge built on guiding principles of respect and openness to forge an effective safeguarding children’s partnership. | 1. To provide strong governance to an effective strategic framework. 2. Ensure the meaningful participation and engagement of children, young people, and families/carers to inform the work of the partnership. 3. To improve multi-agency safeguarding practice and outcomes for children and young people through signs of safety. 4. To have oversight and gain assurance of the effectiveness of multi-agency safeguarding arrangements in Herefordshire. | * HSCP Board can provide evidence how the views/experiences of children have informed and shaped service delivery. * Children/parents/carers say they are listened to and receive support to build on their strengths. * Practitioners and front line managers’ report that they have the knowledge needed and receive support/guidance to safeguard children and young people. * A whole family approach underpins how services work with children and their families. |
| Priority 2: **Neglect** | Prevent and reduce neglect to improve the safety and wellbeing of children and young people in Herefordshire. | 1. Multi-agency strategic leadership prioritises tackling child neglect in Herefordshire. 2. Use the Joint Strategic Needs Analysis (JSNA) to understand the nature/profile of neglect to inform the neglect strategy and delivery plan.   *- to identify prevalence, nature and profile of neglect.*  *- to know we have the right actions.*  *- to evidence the impact of supportive interventions.*   1. To implement professional development resources to support practitioners; and community resources to engage with and build community resilience to effectively identify and tackle child neglect, and support families. | * Parents and carers report they know how to seek advice and support. * Parents and children/young people say early help services have made a positive difference to their lives. * Through assessment, parents/carers, children and professionals identify what is working well and what needs to change. * Plans to provide support set out clearly what needs to change and how the change will be measured. * Staff are confident to recognise all forms of neglect. |
| Priority 3:  **Right Help, Right Time** | A coordinated multi-agency approach to provide children and families with the right help and support at the right time (RHRT) | 1. To develop a consistent strengths based approach across the partnership to the application of levels of need in Herefordshire that result in children and families getting the right help at the right time and reduce the number of inappropriate referrals to the Multi Agency Safeguarding Hub (MASH) and assessments / Section 47 enquires that end with No Further Action (NFA). 2. To provide families with early help that prevents escalation of issues that would require them becoming in need of serious help (Right Help/Right Time (RHRT) Levels of Need guidance). 3. To develop a coordinated multiagency approach to information sharing, which includes consent and is strengths based, to ensure timely support is provided for children affected by domestic abuse. | * There are less ‘*no further action outcomes’* from referrals to MASH, Child and Family assessment and Section 47 enquiries * Professionals seek parental agreement. * Parents and children/young people say early help services have made a positive difference to their lives. * Rates of repeat statutory interventions provide assurance that children and families receive help when they need it. * Rates of *‘was not brought’* to appointments provide assurance that parents who have received statutory support are seeking appropriate health interventions and making a positive difference to their children’s lives. * Provision of Mental Health support to children is provided within contractual timescales. |
| Priority 4:  **Child Exploitation** | Prevent and reduce child exploitation to improve the safety and wellbeing of children and young people in Herefordshire. | 1. Ensure child exploitation is recognised and responded to effectively, including when young people transition into adulthood. 2. To develop effective pathways to prepare, prevent, protect, and pursue, to reduce the risk of child exploitation. 3. To deliver an improvement plan to strengthen the response to Peer on Peer Abuse, including Harmful Sexual Behaviour. | * Have a defined data set which supports our joint understanding of, and response to, exploitation. * Practice guidance to have been shared and communicated to all partners. * Young people who are, or who are at risk of, being exploited are adequately supported by services when they transition into adulthood and this is evidenced through feedback from service users. * Young people who are, or have been victims of Peer on Peer abuse are adequately supported by services and this is evidenced through feedback /audit or walk the floor activity. |

**How we will achieve this**

The Strategic Plan will be co-ordinated through the Safeguarding Partnership Executive Board and subgroups, by partners, as well as wider work streams. Whilst some of the priorities will have dedicated subgroups to achieve their intended outcomes, there will be cross cutting themes and actions that sit across several work streams. The Partnership’s Executive Support Group will monitor the progress of the actions on a quarterly basis through reports, performance data, audits, and work plan updates.

Each subgroup will have a work plan that includes the lead person responsible, timescales for completion, and RAG (Red, Amber, and Green) rating. All actions in the plans will be SMART (Specific, Measurable, Achievable, Realistic, and Timely).