



# Business Plan

Our plan for 2023 – 2027 is to continue to build on our strong partnership relationships and always make sure that children, young people and their families are at the heart of everything we do. After listening to some of Nottinghamshire’s children and carers, we make the following commitments.

*We have outlined what we will focus on for each commitment for the next 12 months and will reconsider the priorities and provide a progress update in each annual report.*



**Commitment 1: We will work together to keep young people safe in their homes and communities**

<i>Over the next 12 months</i>	<i>What progress will look like over the next 12 months</i>
<p>Children at risk of or experiencing exploitation will be supported through a joined up response from the partnership.<sup>1</sup> Children and young people will feel supported, safer and heard and parents and carers will be valued partners in our work to keep children safe from exploitation.</p>	<ul style="list-style-type: none"> <li>• A new Child at Risk of Exploitation (CARE) team will have been created within Nottinghamshire Police, meaning co-location of officers working with children at risk of all forms of exploitation</li> <li>• An exploitation self-assessment<sup>2</sup> will be completed by the newly re-launched cross-partnership steering group</li> <li>• A decision will be made about embedding social workers into the CARE team</li> </ul>
<p>Children with emotional or mental health difficulties will receive joined up support. Children with special educational needs and disabilities and their families will receive earlier intervention about identified safeguarding risks. Children showing their distress through severe self-harm will receive a more timely response in the right setting for their needs.</p>	<ul style="list-style-type: none"> <li>• The partnership will develop or adopt newly released guidance and a toolkit for use when trying to find the right home for young people who severely self-injure and who cannot live with their family</li> <li>• Analysis will be completed to understand, from a partnership perspective, the emotional and mental health needs of children in Nottinghamshire and a partnership plan for this will have been developed</li> <li>• Parents and carers of children with special educational needs and disabilities will receive an improved offer of support around areas of risk such as technological harm</li> </ul>
<p>Schools, colleges and alternative education providers will become an integral part of the partnership. This will enable exploration of how the partnership can better work to meet the safeguarding needs of children in their education space.</p>	<ul style="list-style-type: none"> <li>• An education sub-group will be embedded in the partnership, with the chair attending the strategic leadership group of the partnership</li> <li>• The partnership participation plan will incorporate voices of young people from within school councils, children and young people accessing alternative provision who are not in school councils, children in care council and SEND groups (Pioneers)</li> </ul>
<p>We will review our neglect strategy and toolkit to make sure it helps professionals and families understand when things are going wrong, and see what the data tells us about whether it is working.</p>	<ul style="list-style-type: none"> <li>• The toolkit will have been reviewed to amend to strengths-based language and a shortened version will be developed specifically for health professionals</li> <li>• A partnership audit will have identified how widely the toolkit is being used and how effectively. A plan will be underway to address any area identified by the audit.</li> </ul>

<sup>1</sup> All of the exploitation work will be underpinned by the Tackling Child Exploitation Principles ([www.tce.researchinpractice.org.uk](http://www.tce.researchinpractice.org.uk)).

<sup>2</sup> The self-assessment will follow the TCE, as above.





**Commitment 2: We will work together to ensure each child who needs support or help receives the right service at the right time for them and their family.**

<i>Over the next 12 months</i>	<i>What progress will look like over the next 12 months</i>
We will stop talking about ‘thresholds’ and instead talk about what children and families need and how to provide it.	<ul style="list-style-type: none"> <li>• The current pathway to provision will be replaced with a new model based on assessment of need</li> <li>• The partnership training offer will be updated to reflect this change in emphasis and language</li> </ul>
We will create a new front-door, with a greater focus on early help. Within this re-design, we will work together to think about how many referrals for children are made and whether some of these needs could be better met in the community or by early help.	<ul style="list-style-type: none"> <li>• A new front-door model will be in place, building in strengths-based practice and creating more early help offers to families and less progression to statutory social work assessment</li> <li>• Additional training and support will be offered to professionals working with children and young people in the community to enable increased confidence to work with families who need support without automatically making a referral to the front-door. Professionals doing this will feel they have the support of the partnership in doing so</li> <li>• Less of the contacts made with the front-door will result in no further action, meaning less families will be contacted by children’s services without a resultant offer of support</li> </ul>
Too many children in Nottinghamshire have child protection plans. We will rethink how we work together and with families to avoid so many situations reaching a child protection plan.	<ul style="list-style-type: none"> <li>• The number of children with a child protection or repeat child protection plan will decrease</li> <li>• Audits will show us that Child in Need plans are more robust and effective</li> </ul>
We will improve the quality, attendance and timeliness of strategy discussions and make sure that the needs of all of the children relevant to the discussion are considered	<ul style="list-style-type: none"> <li>• We hope to see a change in the amount of strategy discussions resulting in single agency child protection investigations</li> <li>• Audits will tell us that the right professionals are attending strategy discussions and that all children’s needs are being sufficiently considered in a multi-agency framework.</li> </ul>





<b>Commitment 3: We will work together to ensure the partnership reflects, learns from and acts on the experiences and feedback from children, young people and their families.</b>	
<b>Over the next 12 months</b>	<b>What progress will look like over the next 12 months</b>
<p>In developing these commitments, we asked some of Nottinghamshire’s children and parents/carers what they thought. We will build on so that we can keep listening to as many voices as possible.</p>	<ul style="list-style-type: none"> <li>• The partnership is funding a seconded service manager to build on the participation to date, and a partnership participation plan will be approved in early 2024.</li> <li>• Over the next 12 months we will gradually increase the groups of children, young people and parents/carers that we listen to and seek to formalise this engagement.</li> </ul>
<p>We will focus on making the recommendations from our statutory reviews as clear and SMART as possible, and address any themes reviews reveal. We will make sure what is learned in reviews is available to everyone working with children in Nottinghamshire.</p>	<ul style="list-style-type: none"> <li>• We will embed new ways of sharing learning, such as 7 minute briefings and short recorded briefings based on the views and needs of professionals</li> <li>• Each partner agency will review their own process for sharing information from reviews and provide assurance that this is robust</li> <li>• Partners in the child safeguarding practice review group will act as critical friends to each other in ensuring actions are SMART and that progress is effectively monitored, resulting in a more timely movement of actions through the group</li> </ul>
<p>We will develop an NSCP understanding of what trauma informed practice means and develop a plan to integrate this into practice.</p>	<ul style="list-style-type: none"> <li>• We will have mapped what each partner agency understands by trauma informed practice and have a clear plan for consistency moving forward.</li> <li>• We will have identified what training to offer and how to measure impact on practice</li> </ul>

