

**Our five key priorities**



**Quality of Practice**

**Capacity and Capability of our workforce**

**Effective leadership and management**

**Quality Assurance and Performance Management**

**Partnerships and Engagement**

**Our focus for 2021-2022**

Continue implementation of practice model Signs of Safety

Clear Practice Standards

Fully engage in Partner in Practice programme of work with Essex

Improve risk assessment and quality of planning and intervention: particular focus on impact of neglect and domestic abuse

Effective recruitment processes – attraction to Medway and candidate experience

Career development pathways for practitioners and managers

Staff Welfare and Staff engagement

Management and Leadership – Support, coaching and training

Corporate Support and governance – ensuring timely decisions made to support improvement, and appropriate scrutiny and challenge

Child Friendly Medway

Improved corporate engagement and participation

Robust financial planning and resource management

Participation and engagement of children, young people and families

Audit as a tool to improve practice

Embed escalation process for IROs and CP chairs to ensure robust challenge and scrutiny

Embed the QA and Performance Information Board to drive improvement and ensure pace

Continue collaboration and communication with Partners including joint commissioning priorities

Embed a multi-agency, strategic approach to delivery of early help services across Medway

Coherent multi agency response to contextual safeguarding and Domestic Abuse

Focus on Care Leavers and transitions into adult services

**Putting children at the centre of everything we do and working *with* them and their families to get the right help at the right time**

**How will we measure impact?**



Audit feedback

Performance indicators

What children and families tell us

What staff say