

## Devon's Early Help Plan for Change 2021

- We want to ensure children and families receive the right support, at the right time, and in the right place.
- We believe that every child in Devon should have the best possible start in life and the opportunity to thrive
- We believe children are best brought up in families with the right support that wraps around them when needed
- We recognise and value diversity in all its forms and know that families come in many different shapes and sizes and that these unique relationships are the fundamental building block of people's lives. Communities across Devon are often very different and diverse in nature and can play a vital role in helping to give children and families the support they need.

**We will work together with families and communities to safeguard children, reduce risk and increase protection. Be curious and vigilant, building relationships that will help us to see what is happening for children and advocate on their behalf. See appendix 1 – improving safeguarding.**

### Our 4 principles are:

- Children are best brought up in families
- We will support families to find their own solutions
- We will listen to each other and work together with services shaped by all
- Children and families will always know where they stand with us

In achieving our outcomes, the Devon Children and Families partnership will focus on eight key priorities; these were identified from our Early Help System Guide survey 2020 that brought together feedback from Children, Young People and families; Practitioners, Managers and Strategic Leaders from across the partnership organisations and services. These key priorities are underpinned by the Children and Young People's Plan 2019 - 2023

Key Priorities (Objectives):	Impact and Outcomes	Activity	Evidence
<b>Communication</b>	<ul style="list-style-type: none"> <li>• The DCFP Children and Young People's Plan and Devon Early Help offer is a shared One Vision that is known and understood by families and all partner agencies.</li> <li>• Families feel heard and collaborated with in all early help service developments and across the wider partnership. Families</li> </ul>	<ul style="list-style-type: none"> <li>• Develop an improved Communications, marketing, and strategy to raise awareness of Early Help.</li> <li>• Listen, hear, develop through family feedback and other co-production methodologies.</li> <li>• Connect all repositories of information into a public facing resource.</li> </ul>	

	<p>directly influence their experience of services.</p> <ul style="list-style-type: none"> <li>Partners have committed to the use of the Pinpoint Devon information system and where links to expanded repositories of information can be held. (One stop shop of information for families)</li> </ul>		
<p><b>Connections and relationship Strengthening links with our wider District councils, Community and voluntary sector network</b></p>	<ul style="list-style-type: none"> <li>Children and families receive an EH offer at the right time, in the right place, in the right way across Community, Voluntary Sector and Local Authority services.</li> <li>All services are confident and understand safe-guarding procedures and the Early help offer ensuring families get the support when they need it.</li> <li>Clear and integrated pathways and whole family working is embedded across both Childrens and Adult services.</li> <li>All services have a can-do approach that puts children and families at the centre of delivery supported by their management structure and commissioning approaches.</li> <li>less gaps in services and more appropriate services for families and children.</li> </ul>	<ul style="list-style-type: none"> <li>Work with our community and voluntary sector partners to increase their ability to expand the use of social prescribing, build community capacity and responses to community needs.</li> <li>Work to Increase the capacity of the voluntary and community sector</li> <li>Develop joint working agreements and workforce development to support engagement in and a knowledge of the Early help system and safeguarding practices.</li> <li>Improve strategic and operational links with district council housing teams and other social housing providers.</li> <li>Improve strategic and operational links between adult and children's services.</li> <li>Enable services to widen their scope and ability to work across lanyards by promoting integrated delivery and interface between services / Further integrate teams and services through shared systems, outcome measures and a partnership-wide data sharing and analysis plan/strategy</li> </ul>	
<p><b>Supporting and Protecting Children.</b></p>	<ul style="list-style-type: none"> <li>Identified barriers to the use of RFC will be understood and mitigating actions in place</li> </ul>	<ul style="list-style-type: none"> <li>Review use of Early Help Right for Children System. remove barriers and streamline. Focus groups will take place</li> </ul>	

<p><b>Right for Children System</b></p>	<p>to ensure more families receive consistent and quality assured support.</p> <ul style="list-style-type: none"> <li>• Increase in take up of the training and support offer will have improved engagement in the use of RFC and multi-agency support for families.</li> <li>• All families who require on-going support following a statutory intervention will receive it showing improved transition rates.</li> <li>• Improved quality of joint assessments and plans that show a key focus on capturing the lived experience and voice of the child and identifying and tackling neglect.</li> </ul>	<p>across the partnership to look at specific barriers to use will identify areas for improvements.</p> <ul style="list-style-type: none"> <li>• Increase seamless transition from statutory to Early Help response.</li> <li>• Further develop and embed the shared assessment tools and outcome measures to ensure a whole system understanding of impact and outcome.</li> </ul>	
<p><b>Skilled workforce Multi-Agency Work force development / capacity</b></p>	<ul style="list-style-type: none"> <li>• Training opportunities across the partnership will be available via DEL enabling us to understand take up, participation and other training metrics.</li> <li>• Less funding spent on duplication; more consistent training for practitioners leading to more skilled and experienced practitioners able to provide the services required by families and children</li> <li>• Every family supported across the Early Help Partnership know who their multi-agency support lead practitioner (go to person) is.</li> <li>• Support parents to repair and building relationships out of lockdown.</li> <li>• A reduction in intact parental and separated parental conflict resulting in Improved child, young person and parental emotional well-being and mental health with children getting the best possible start in life and opportunities to</li> </ul>	<ul style="list-style-type: none"> <li>• Increase multi-agency workforce development training, shadowing and secondment opportunities across the partnership including the voluntary and community sector</li> <li>• Understand existing training requirements across services to see where there is overlap/core training that could be brought together into a consistent multi-agency offer as well as understanding the training demands and processes for adding training into core upskilling for services.</li> <li>• Delivery of yearly Early Help Roadshows.</li> <li>• Improve shared take up of the lead practitioner role across organisations and services.</li> <li>• Delivery of the Reducing Parental Conflict Workforce Development Grant</li> </ul>	

	thrive.		
<b>Best Start in Life</b>	<ul style="list-style-type: none"> <li>• Alignment of services for 0–2-year-olds ensuring a seamless experience for families.</li> <li>• Families have access to the information and services they need when they need it, including digital, virtual and telephone offers, hub offer.</li> <li>• Empowered workforce and continuous service improvement.</li> </ul>	<ul style="list-style-type: none"> <li>• BSiL project redesigning maternity, children’s centres and health visiting to work together better to improve outcomes for our children.</li> <li>• Roll out of the Vulnerable Pregnancy pathway and integrated delivery programme</li> <li>• Shared estate and family hub model strategy to be developed.</li> <li>• Build on current discussions to scope a community/family hubs model with shared workforce space and training opportunities.</li> </ul>	
<b>SEND</b>	<ul style="list-style-type: none"> <li>• Children and young people trust that they will receive effective, reliable, and consistent support which enables them to be happy and healthy.</li> <li>• Early access to services means children and young people are thriving and resilient. Children and young people are fully engaged in their education and local community.</li> <li>• Children and young people are fulfilling their potential and achieving their goals.</li> </ul>	<ul style="list-style-type: none"> <li>• Align Early Help approaches when working with children with Special Educational Needs and Disabilities (SEND)</li> </ul>	
<b>Leadership, Governance and Quality Assurance</b>	<ul style="list-style-type: none"> <li>• EHIB in place with full partnership buy in, agreed TOR ensuring over-sight of the Early Help offer in Devon will clear and understood expectations and lines of accountable.</li> <li>• A shared Quality assurances framework is applied by all to improve practice and drive improved outcomes for children, young people, and families.</li> </ul>	<ul style="list-style-type: none"> <li>• Re-set of Early Help Improvement Board</li> <li>• Develop a shared Early Help QA framework endorsed across the partnership.</li> </ul>	

<b>Commissioning</b>	<ul style="list-style-type: none"> <li>Gaps in services offers are understood, pooled budgets and reduction in services duplication, has led to increased capacity and better targeting of resources.</li> </ul>	<ul style="list-style-type: none"> <li>Develop commissioning arrangements that give clear definitions and expectations of partners obligations to the Early Help System and enable budgets and other resources to adapt to ever changing needs and cross lanyard working.</li> <li>Map gaps in services to identify where pooled resources would be most effective.</li> <li>Increase the access to commissioned Domestic abuse recovery support for children and families.</li> </ul>	
<b>Sustainability</b>	<ul style="list-style-type: none"> <li>Families -across Devon are evidencing improved and sustained outcomes.</li> <li>Devon achieves 100% Payment by Results Claims.</li> <li>Devon County Council and Devon Clinical Commissioning Group are transforming the lived experience of children and young people with SEND and their families by change the way we work together; Integrating service delivery; and securing the best possible outcomes for children and young people with SEND.</li> </ul>	<ul style="list-style-type: none"> <li>Payment by Results.</li> <li>Increasing sustainable capacity within internal Early Help targeted support.</li> <li>Increasing sustainable capacity within SEND and Disabled Childrens Service (DCS).</li> <li>Continued engagement of partnership services and organisations including the community and voluntary sector (CVS).</li> </ul>	
<b>Data Maturity</b>	<ul style="list-style-type: none"> <li>The Partnership will use data to measure impact for families in Devon, make good decisions based on sound evidence and intelligence, as well as monitor the overall performance of the Early Help system.</li> <li>The partnership will have the capability to provide a single view of an</li> </ul>	<ul style="list-style-type: none"> <li>Respond to recommendations from the data maturity model / Define an enhanced process for capturing and storing detailed needs information for more systematic analysis and increase frequency. / Evaluate use of existing predictive models used by other local authorities / Identify an area on which to undertake a proof of concept on</li> </ul>	

	<p>individual/family through data matching process.</p> <ul style="list-style-type: none"><li>• Shared and transparent outcomes measures around the Supporting Families Outcomes Plan will be in place.</li><li>• Partner's data reports will be incorporated systematically in broadening the wider needs within the Early Help system.</li></ul>	<p>predictive analysis. Further integrate teams and services through shared systems, outcome measures and a partnership-wide data sharing and analysis plan/strategy.</p>	
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