

Lewisham Children's Social Care - Our Vision

Our vision describes what good children's social work looks like in Lewisham. Having a vision helps us to articulate and talk about the purpose of our work and define for ourselves how we want to practice.

Families will tell us they understand why we are involved, the reasons for our decisions and the actions we take

We will make sure children/young people, parents, carers and others are clear about why we are involved, what needs to change and what we are doing to help. We will work 'with' families and support everyone to participate by listening to their views and encouraging them to find their own solutions. We will always respect that families are all different and they know themselves best, we will be balanced and recognise their strengths, seeking to build on what is working well to help change happen.

Children and young people will tell us their social worker spent time getting to know them and has made a difference to their lives

We will always make sure we spend enough time with the child/young person so we understand their experiences and what is important to them. The child/young person will always know that we are looking out for them, that we care about what is happening to them and that their wellbeing and safety is our top priority. We will explain to children and young people what we are doing and why, in a language they will understand and will encourage them to participate and help them make good choices to shape their own experience and futures.

Families are respected and supported to stay together whenever there is enough safety

Through building trust and relationships, families will be helped to find their own solutions and become more resilient. We will always recognise the importance of the child and young person's network and strengthen support for families to stay together wherever it is safe to do so. We will always look for care for children and young people in the naturally occurring network as the first option. We will work with families, their communities and other agencies to help young people navigate the challenges they face to keep safe in their homes, schools and in the community.

Children and young people who are in our care know we care and we won't give up on them

When a child or young person comes into our care we will do everything we can to make them safe and secure. We will talk with them about their life story, to help them understand and make sense of the difficulties they may have experienced. We will keep them connected to their family, culture and community. We will always champion their interests, celebrate their achievements and have high aspirations for them, to help them grow and to do the best they can in their lives.

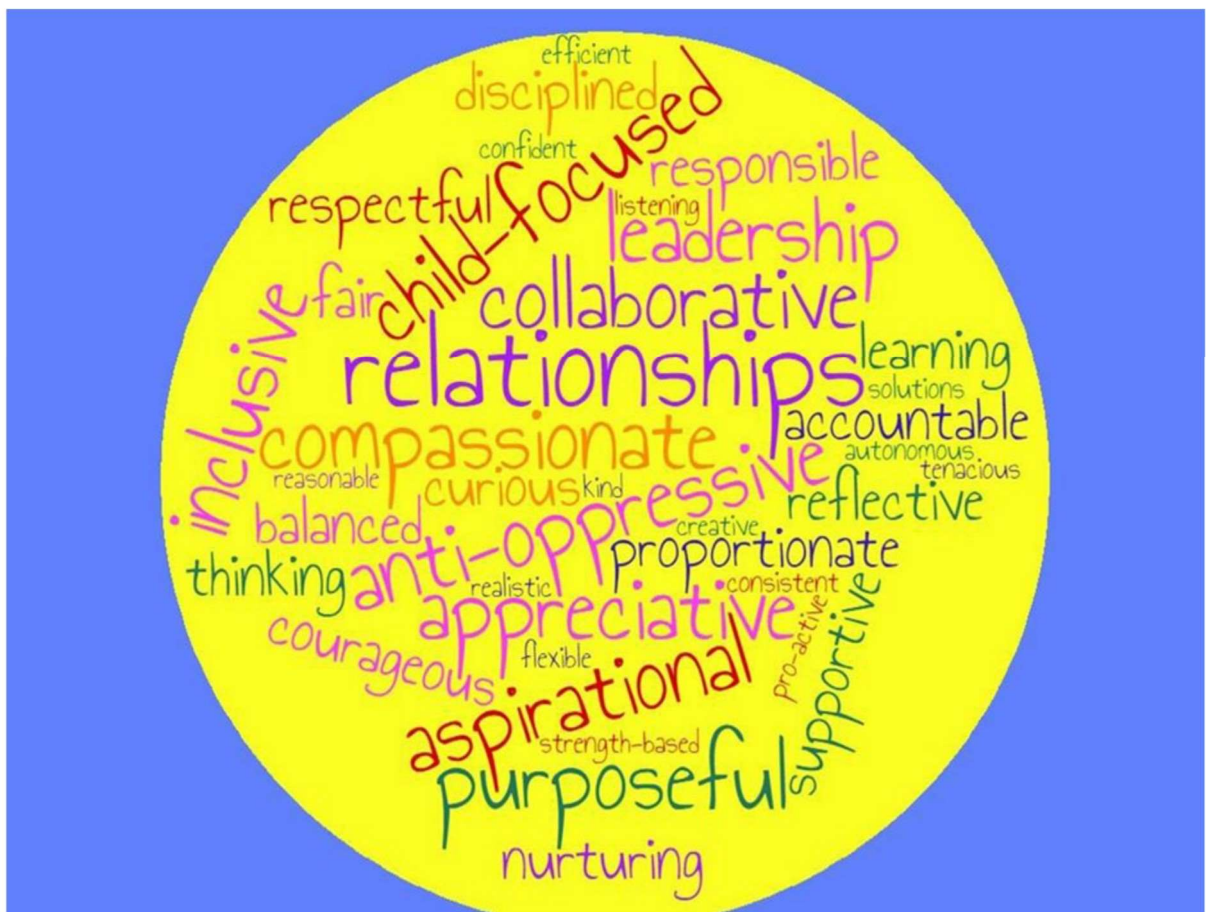
Young people who have been in our care feel confident about themselves and their future

The young adults who have been in our care will be provided with the tools and support they need to build their knowledge, skills and confidence to lead successful, independent lives. We will help them access services and keep connected in their culture and communities. We will encourage and support them to realise and achieve their hopes and ambitions. We will ensure they always have someone to turn to if they need advice or help.

Our Values and Ways of Working



Signs of Safety principles inform our values and how we practice both in our organisation and with children and families. We believe that our statement of values and ways of working supports us to consistently deliver good social work for children and families.





Our Practice Framework

Principles

- Working relationships
- Critical enquiry
- Using curiosity
- Practice led evidence

Disciplines

- Clear distinction between harm / danger / complicating factors
- Strengths and safety
- Plain language
- Specific language
- Specific observations behaviours
- Skilful use of authority



Worries	Working well	What needs to happen
Harm	Strengths	Safety goals
Danger statement	Safety	Next steps
Complicating factors		
Scale 0 ←————→ 10		

Processes

- Assessment
- Analysis
- Family owned safety plans
- Involving the naturally existing network

Tools and methods

- Assessment and planning framework
- Case mapping
- Harm analysis matrix
- Using scaling questions
- Tools for working with children
- Resources and materials

How do we do this?

Relationship based practice knowledge

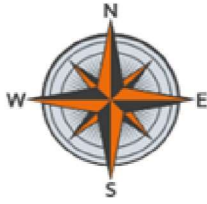
- Trauma informed practice
- Contextual safeguarding
- Restorative practice

Organisational culture and leadership

- Vision and values
- Leaders who are connected to practice
- Group supervision as a thinking and learning space
- Modelling SOS through the practice system

Relationship based practice skills

- Using solution focussed questions
- Appreciative enquiry
- Motivational practice
- Coaching skills



Our Bottom Lines

The things that we must always do, to deliver practice consistently

One Service	We are all part of one service and the way we behave with our families, partners, carers and each other reflects our vision, values and practice framework.
Accountability	Our practice is disciplined and in accordance with legislation, statutory guidance, regulations and local procedures.
Thinking	When we make decisions and professional judgements, we have an analysis informed by the family history and our thinking is transparent and clearly explained.
Relationships	The frequency of our contact with children, young people and families enables us to develop effective relationships, visits are purposeful and progress the plan.
Purposeful Planning	We develop SMART plans with children, young people and their network. We regularly review and adapt plans to have a positive impact and create sustainable change.
Child's Story	Our writing is timely, reflects the work we have done and tells the child's story in a language that the family understand.
Quality Assurance	Management oversight and supervision provides support, constructive challenge and quality assures that what we are doing is meeting our practice standards and making a difference.