**BACKGROUND TO THE STRATEGY**

1. We are committed to shifting our focus and resources to prevention and early help to enhance the life chances of all children, young people and families.
2. Our approach will be to work with children, young people and families to enhance their capabilities to enable self-resolution.
3. The views and the voice of children, young people and their families are at the heart of everything we do.
4. Building the right kind of relationship with families, communities and partners is essential to achieving positive outcomes.
5. We will equip the children’s and families workforce to achieve and deliver effective change.
6. There is a need for a system wide response to the complex problems that children, young people and families face.
7. All services will use the Signs of Safety and Restorative Practice approaches as the building blocks for relationship building and practice.

**AIMS FOR THE STRATEGY**

1. To equip the children’s and families workforce in providing effective support to improve people's lives.
2. Alignment and support of all associated workforce strategies.
3. To promote adherence to the standards of the NEL Children's Workforce Professional Capabilities Framework (PCF).
4. To build a knowledgeable, highly skilled and confident workforce that can work with the communities of North East Lincolnshire.
5. To develop a workforce that is able to build and develop respectful and collaborative professional working relationships.
6. To ensure that every child, young person and/or family receive an appropriate and consistent response at the point of need.
7. To ensure that safeguarding risks are identified and managed effectively when working with children, young people and families.
8. To support & enable sustained improvement in outcomes as part of NEL’s Outcomes Framework.

**NELC Children, Young People & Families Workforce Strategy**

1. **Embedding A New Organisational Operating Model**

* Committed to improving outcomes for children, young people and families.
* Reduce the demand for high cost specialist services.
* Ensure that we have the right staff in the right place at the right time with the right skills.
* Develop effective and productive relationships.
* Encourage the highest professional and operational standards.

1. **A Council That Commissions For Outcomes**

* Develop innovative and cost effective solutions which meet the needs of our communities.
* Develop a workforce who have the skills and abilities to effectively commission services.
* Develop a workforce that can build respectful and collaborative professional working relationships.
* Develop a workforce that works with children, young people and families in planning and service design.
* Develop a workforce that uses information and data intelligently to inform planning and decision making.

1. **Managing And Improving Organisational Performance**

* Develop and maintain an effective performance management framework for the children, young people and families workforce.
* Develop leaders at all levels to deliver effective outcomes for our communities.
* All leaders will be developed to manage the workforce effectively, providing clarity and vision to encourage reflective practice.
* All leaders will be supported to enable each staff member to reach their potential.

1. **Organisational Learning And Engagement**

* We will encourage relationships based on mutual respect and co-operation.
* We are committed to creating an environment that encourages the workforce to engage in reflective practice to find creative solutions to complex problems.
* We will use restorative practice to build relationships based on respect and collaboration.
* We will ensure that staff are developed to work effectively with our communities and continue to have access to best practice and continuing professional development.
* We are committed to hearing and learning from the workforce to ensure best practice.
* We will ensure that risk, including safeguarding, is effectively managed and is based on sound evidence and underpinned by theory and research.

1. **Pay Recognition And Reward**

* We will recruit people based on their skills and potential to ensure that standards and quality are maintained for our communities.
* Our recruitment and retention strategy will ensure the right people, at the right time with the right skills.
* We will ensure that our workforce has the tools and processes in place to effectively support them.
* Our Professional Capabilities Framework will set clear standards for practice and create portability between services and geographic boundaries.

**PRIORITIES FOR THE CHILDREN, YOUNG PEOPLE AND FAMILIES WORKFORCE**

