

Ambition 3:

Quality of Practice is consistently good across the service so that it makes a difference to our children and families.

Lead:

Strategic
 Lead Practice
 Improvement
 & Learning.

Our approach:

To support practitioners at every level through high quality supervision and learning opportunities, to enable them to be agents of change when working with children and families.

We will coach and support all to achieve this.

What we have achieved:

Implemented comprehensive training programme

Revised and refreshed Supervision Policy

Started to use Practitioner-Led Forums as learning spaces

Revised and refreshed key policies, procedures and standards

Implemented 3 Restorative Relational Practice programmes

What we need to do

- Embed intervention led practice so that practitioners become agents of change when working with children and families
- Enhance the quality of assessments and outcome focused planning for each individual child
- Embed the use and understanding of child impact chronologies
- Enhance the quality and consistency of reflective supervision
- Create the conditions for best practice to flourish and Trafford to become the employer of choice

Performance Monitoring

Ref	Description	Target
Amb 3.1	% of staff completing Restorative & Relational Practice training	TBC
Amb 3.2	% of case file audits evidence strength based assessments	70%
Amb 3.3	% Supervision audits that evidence reflective supervision	TBC
Amb 3.4	% cases evidence management oversight in line with practice standards	TBC
Amb 3.5	% and number of social work vacancies	70%
Amb 3.6	Reduce turnover rate	16%

Ambition

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