

Shaping the Future

Why do we need to change?

There are a number of external driving forces which mean we need to change how we work so that we can meet the challenges of the future, including:

- A growing population and changing demographic:
 - There are now 1.2 million people living in Herts
 - $\frac{1}{4}$ of a million people are under 18 years
 - $\frac{1}{4}$ of school aged children are from BME backgrounds
- Increasing pressure on public sector finances – more savings need to be found over the next four years, yet there are more children and adults with complex needs requiring support.
- Changes to Government policy and emerging evidence from Best Practice.

Our vision

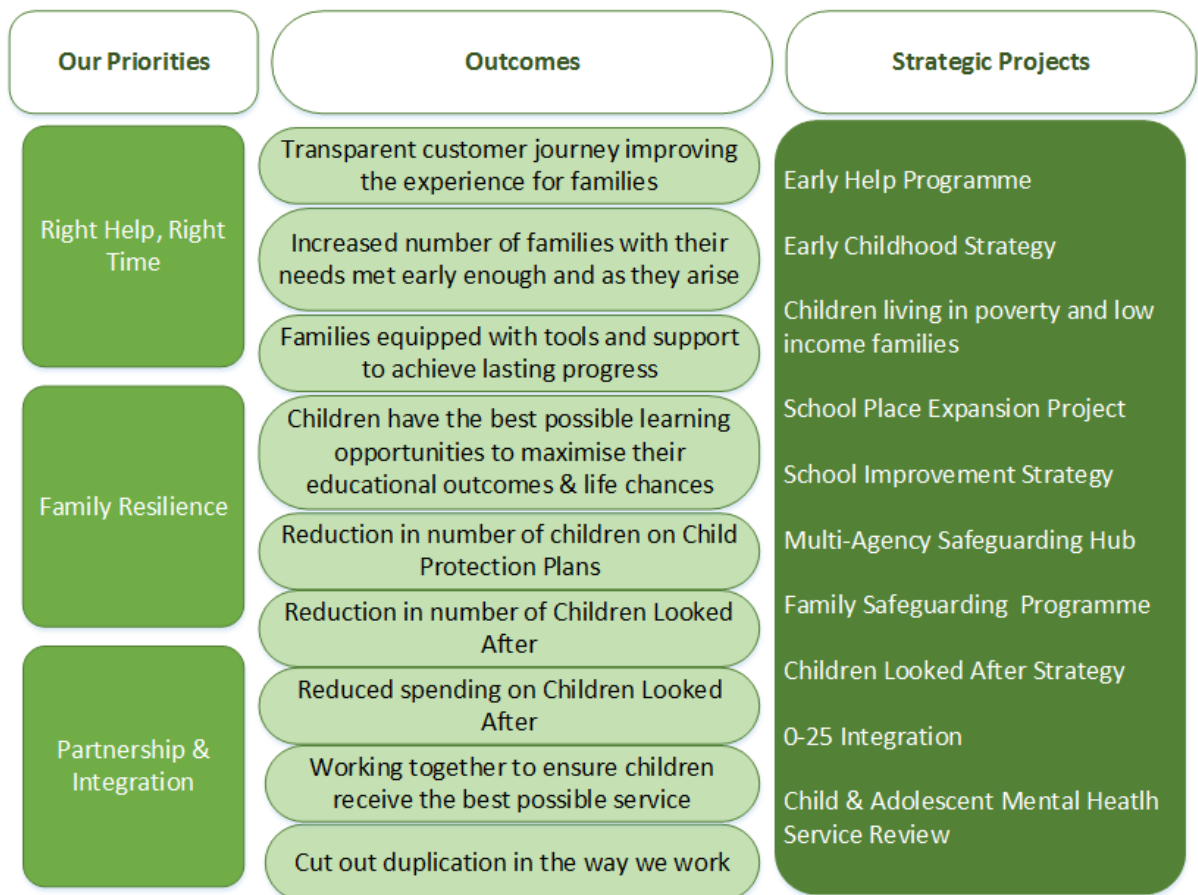
As part of the strategic planning for Children's Services, we have developed our Vision:

Hertfordshire gives every child the opportunity to thrive

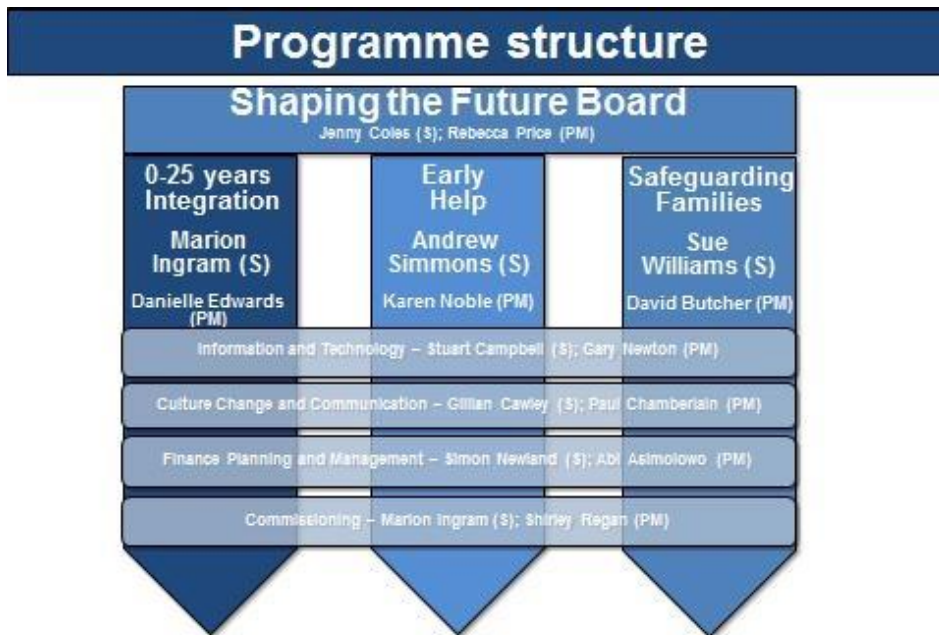
In their families

In their schools

In their communities



The Shaping the Future Programme was developed during Summer 2014 to drive forward transformational change that will help deliver this vision. A new delivery structure has been put in place to help us achieve our goals. However, this is not designed to be solely inward-looking, you have a crucial part to play in turning this vision into reality.



The programme has three main workstreams:

0-25 Integration

Ensuring children’s social care, adults’ social care, education and health services work more effectively together to better support families with children and young people that have additional needs.

Families First

Providing a clear early help offer that provides support as soon as a problem emerges at any point in a child’s life, not only preventing needs from escalating but improving immediate outcomes and on into adulthood.

Family Safeguarding

Delivering protection services on a family basis, setting up multi-disciplinary Family Safeguarding Teams, bringing together children’s social workers, mental health, substance misuse and domestic abuse specialists to take a whole family approach and improve information sharing, efficiency and outcomes.

These workstreams will be supported by other cross-cutting themes: providing the right technology, getting our financial planning and management right, changing existing cultures and the way we

communicate with each other, and ensuring we have a sound commissioning model.

Although there are three main workstreams, there are common goals, shared stakeholders and many areas of crossover, particularly between Early Help and Family Safeguarding. We will be working with partners to ensure strong links are made, or maintained, between organisations so that we can ensure effective information sharing and planning to deliver a consistent and joined up approach.