

# The Southampton Way: Who we are and where we are going



We want Southampton to be among the best cities for children and young people to grow up in. As a council, we have a clear vision of what we want to achieve for our young people and how we are going to work towards this.



## Our Vision

*"We want all children and young people in Southampton to get a good start in life, live safely, be healthy and happy and go on to have successful opportunities in adulthood".*

## Our Destination

Where we are going...



How we will get there...



## What this means

Relationship based work	Early intervention, prevention and inclusion	Locality working	Skilled and stable workforce
<p>We will build and sustain relationships of trust to build on successes and make change together with:</p> <ul style="list-style-type: none"> <li>• Children, young people, families and carers</li> <li>• One another (colleagues)</li> <li>• Schools and colleges</li> <li>• Partners (health, police, voluntary and cultural sectors)</li> <li>• Local communities</li> </ul>	<p>We will invest in prevention, working with schools and communities to identify needs and deliver services as early as possible, to meet needs at the right time, in the right place and in the right way. We will promote educational inclusion and focus on preparing children for transitions and independence.</p>	<p>We will bring our services closer to the communities they serve by changing how and where we work. We will use local knowledge and intelligence (e.g. data and feedback) to ensure communities can access the services they need from us and partners, closer to home.</p>	<p>We will invest in permanent recruitment and retention to reduce workloads and enable more consistent relationships with children, families, schools and partners. We will build and develop multi-skilled teams and future leaders through a strong L&amp;D offer and "high support, high challenge" culture.</p>

## Our Principles

These are the principles that are integral to our work and which guide our approach to working with children, young people and their families.

- Putting the child at the centre of all our decision making
- Promote a relationship-based approach with children, young people, families and partners
- Work as early as possible with children, young people, families and partners before issues escalate
- Work alongside whole families and communities, listening and building on their strengths – doing it with them and not to them
- Promote a culture of strong support and challenge

## Our Behaviours



**Confident**



**Accountable**



**Inquisitive**

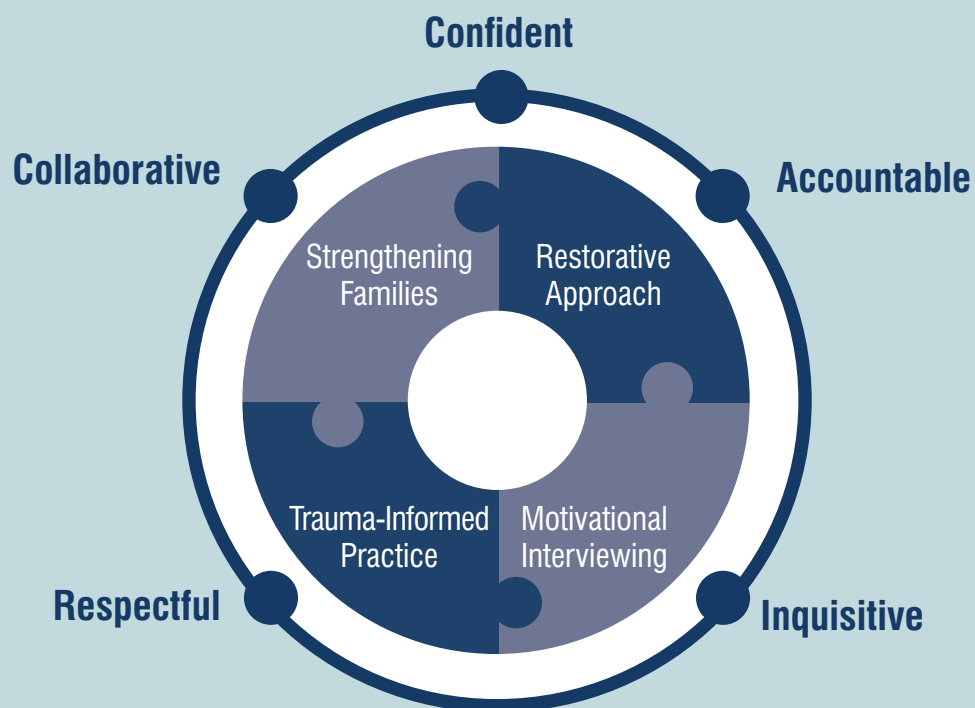


**Respectful**



**Working as a team**

## Our Practice Framework



## What this means in practice...

### Relationship-based

Developing strong relationships between practitioners and families to make change

### Self-reflective

Thinking about our own beliefs and values and how they influence our work

### Evidence-based

Using evidence based interventions to support change

### Confidently holding risk

Whilst working with families to minimise risk through change

### Strengths-based

Doing more of what works and less of what doesn't, building on strengths

### Supervision

Using supervision to generate ideas about how to make change

## The impact for our children and families

- Earlier help and risk managed with families
- Improved understanding of family's needs and effective work with multi agency safeguarding partners
- Better management of risk, informed by robust assessment
- Brief, focused intervention for children in need
- Practice framework that supports and challenges families
- Increased management support and oversight to drive progress
- Increased senior leadership oversight
- Support to reunify families and prevent placement breakdowns