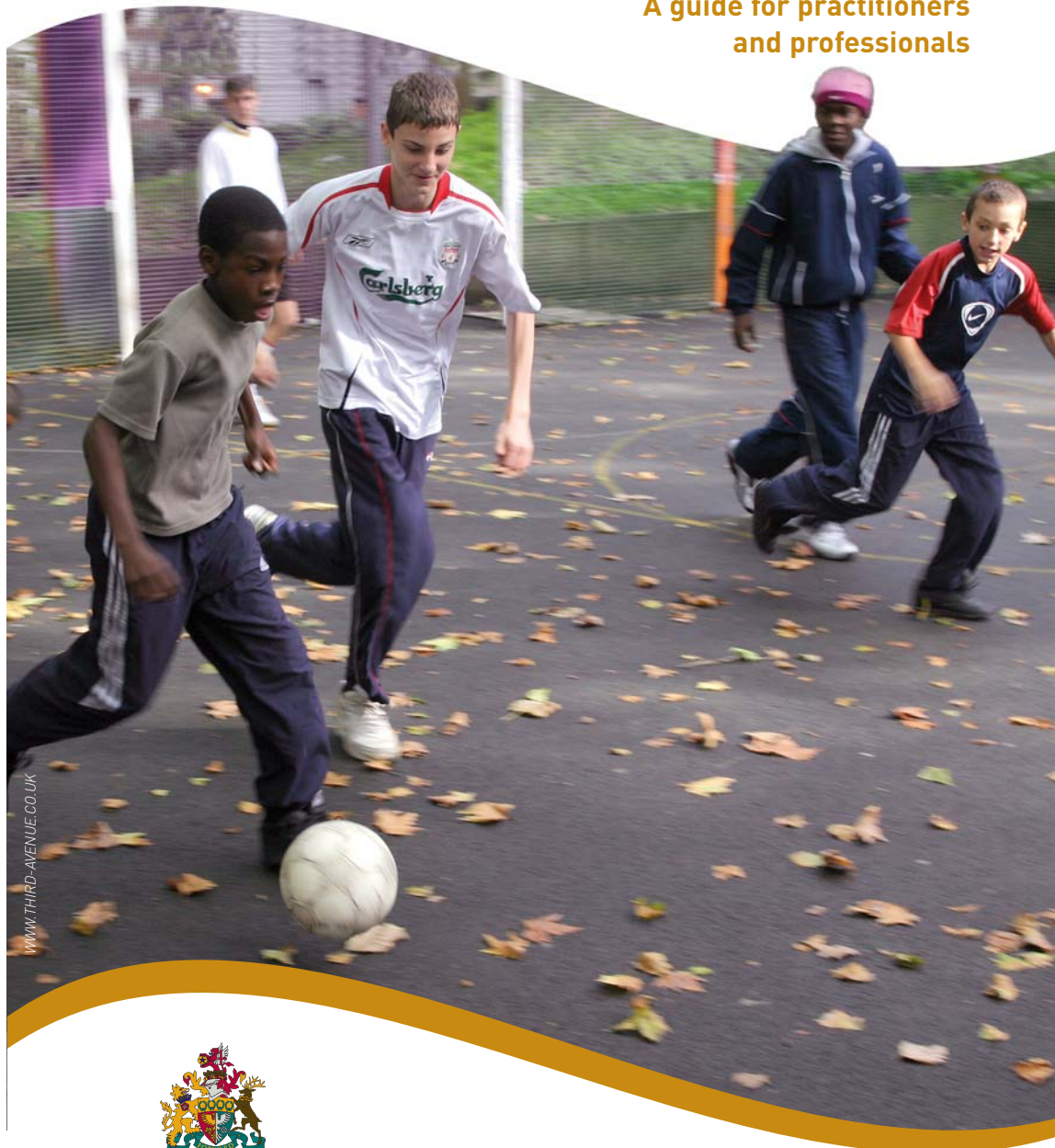


Children and Families Trust

A guide for practitioners
and professionals



WWW.THIRD-AVENUE.CO.UK



HILLINGDON
LONDON

www.hillingdon.gov.uk/hcft



Purpose of the Children and Families Trust

A Children and Families Trust brings together all services for children and young people in an area* to improve the well-being of all children and young people.

A child or young person's well-being includes:

- physical and mental health and emotional well-being
- protection from harm and neglect
- education, training and recreation
- contribution to society
- social and economic well-being.

Hillingdon Children and Families Trust

The development of the Children and Families Trust has two key linked aims:

- to promote improved services for Hillingdon children, young people and their families
- to support practitioners working in their constituent agencies to see themselves (and also act) as part of a community of Hillingdon children's workers, interconnected with others, and able to see their role in the wide range of provision and services.

**Underpinned by the Children Act 2004 section 10 duty to co-operate*

Vision

Agencies have signed up to the Children and Families Trust as:

'A commitment by all organisations to encourage children, young people and their families in Hillingdon to reach their full potential through co-ordinated services'

The purpose of the Children and Families Trust underlines the need to include the most disadvantaged children and young people, improving their 'well-being' by narrowing the achievement gap between disadvantaged children and their peers.

Hillingdon Children and Young People's Plan will deliver the vision under the following priority themes, which really matter to children, young people and their families:

- improving health and well-being
- increasing aspiration and achievement
- delivering excellence and efficiency.

The Children and Families Trust will do this through:

Integrated working: services that are mutually supportive, but have discreet responsibilities and accountabilities: services organised around the child, young person or family rather than professional boundaries or existing agencies – for example, locality working, multi-agency teams, co-located staff in extended schools or children's centres.

Timely services that are centred around the child: a compelling outcome-led vision for all children and young people, clearly informed by their views and those of their families.

Access to information relevant to need (integrated processes): effective joint working sustained by a shared language and shared processes. These include the Common Assessment Framework, effective information sharing arrangements, and the re-engineering of other local processes and procedures to support joint working.

Joint planning and commissioning (integrated strategy): joint assessment of local needs; integrated planning to prioritise action and a move towards preventative services; and joint commissioning of services from a range of providers, supported appropriately by shared resources and pooled budgets. Voluntary and community organisations, and other providers, able to contribute to planning and commissioning services on an equal footing with other partners.

Confident, skilled workforce: common induction and joint training where appropriate, and established arrangements for identifying a lead professional wherever a child is known to more than one targeted or specialist agency and a co-ordinated response is required.

Competencies expected of those staff working with children in Hillingdon

On joining together as a Children and Families Trust, staff should:

- have a positive attitude
- take ownership and deliver results
- work collaboratively with all colleagues across the Trust
- communicate effectively
- strive for self improvement
- have a passion to make a difference
- respect and treat service users with dignity.



Questions and Answers about the Children and Families Trust

Why are we moving to a Children and Families Trust?

The Government expects all authorities to have a Children's Trust by April 2008.

The need for Children's Trusts were highlighted by Lord Laming's report of the inquiry into the death of Victoria Climbié, which highlighted the extent to which better working together and improved communication are crucial to outcome. Children and Families Trusts have been created to address the fragmentation of responsibilities for children's services. They build upon, bring together and formalise the joint work that is already taking place.

Hillingdon's response is the newly-formed Children and Families Trust.

Who is involved in the Children and Families Trust?

Hillingdon Council has lead responsibility for the Children and Families Trust in partnership with the following:

- Hillingdon Primary Care Trust
- Metropolitan Police
- The Hillingdon Hospital Trust
- Hillingdon's Voluntary and Community Sector
- Schools
- Uxbridge College
- Central and North West London Mental Health Trust
- Local authority Education and Children's Services
- Other local authority services.



How does this relate to the Children and Young People's Plan?

The Children and Young People's Plan (CYPP) sets out in detail the strategy for the Children and Families Trust and the detailed actions to improve outcomes for children, young people and families in Hillingdon.

Which health services will be part of the Children and Families Trust?

There are different levels of integration within a Children and Families Trust. Partners may choose to commission many children's health services, such as community paediatrics and teenage pregnancy co-ordinators, health visitors and school nurses and therapists, child and adolescent mental health services (CAMHS), maternity services and palliative care. At a more strategic level of integration it is expected that all children's health services will be planned with reference to the Children and Young People's Plan so that all children's services are part of a coherent approach to improving outcomes for children and young people in the local area.

Which police services will be part of the Children and Families Trust?

The local police will continue to work with the Children and Families Trust around safeguarding children and the Every Child Matters agenda. This will incorporate resources within the Community Safety Unit based at West Drayton together with a dedicated officer working closely within the targeted youth service provision. Raising the awareness of all police staff about the changes is already well advanced.

Will users of the Children and Young People's service notice a difference?

Yes. Although the Children and Families Trust arrangements largely operate between agencies, the end user should see a difference in the efficiency and effectiveness of the service they receive – having most contact with one main person (the lead professional) who will coordinate the service they need for them. For example, someone who would usually be in contact with the police, the PCT and the local authority would deal with one person from one of these agencies, who would in turn coordinate their case for them, saving them contacting separate people. We will be asking children, young people and their families to feed back on what they think about the services.

How will this change be implemented?

The Children and Families Trust has a board of senior managers from all agencies that are committed to making a reality of the Children and Families Trust. Many of the changes are already underway, such as the Common Assessment Framework, or will be building on current good practice. Inter-agency work programmes have been established across a number of areas. Monitoring arrangements are being established to ensure the new arrangements are effective, particularly to ensure effective co-operation. However it is front-line practitioners and their managers who will make the Children and Families Trust a reality by changing the way they work and by supporting (and persuading) their colleagues to work differently.

Will the public be given information about the Children and Families Trust arrangements?

There will be information about the Children and Families Trust available on the Hillingdon Council website at www.hillingdon.gov.uk/hcft. The Children and Families Trust will remain largely an internal term to describe people that deal with children, young people and their families.

How will this change my job?

What you do will not change, how you do it will. There will be increased communication throughout the Trust including a common induction programme and increased joint working across partners. Some staff will need to develop new skills. The Lead Professional and the Common Assessment Framework are key processes in this change. There will also be more ways for everyone who works within the Children and Families Trust to gather information about what partners are doing through a dedicated website page found on the Hillingdon Council website and there will be regular newsletters sent to staff with information on the Trust.

When will this happen?

The Children and Families Trust was launched in April 2008.

Will I be given an induction?

There will be an induction programme for staff. However, with the large number of people involved in the Children and Families Trust it would not be possible or necessary to have a full induction with every single member of staff but there will be ample information available. All partner agencies will be give further information about the Trust via newsletters, team briefings and the Hillingdon website, www.hillingdon.goc.uk/hcft.

Where do I go if I have questions?

You can go to the website at www.hillingdon.gov.uk/hcft or call 01895 277468. You can also speak directly with your manager.



HILLINGDON
LONDON

Hillingdon Council in partnership with:



Bringing community & voluntary groups together

Hillingdon
Association of Voluntary Services



The Hillingdon Hospital **NHS**
NHS Trust

Hillingdon **NHS**
Primary Care Trust

Central and North West London **NHS**
NHS Foundation Trust



**METROPOLITAN
POLICE**

Working together for a safer London