

Children's Action Plan Refresh - 2024



Working for every child

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Caroline Woodley

Mayor of Hackney



Councillor Antoinette Bramble

Deputy Mayor and Cabinet Member for
Education, Young People and
Children's Social Care



Introductory Statement

Our original Children's Action Plan (published in June 2020) was generated in response to the Ofsted ILACS inspection of our Children's Services in November 2019. We have since published a revised action plan annually to build on the Council's work and respond to the changing needs and priorities for Hackney's children and families. We are pleased to publish this refreshed Children's Action Plan for 2024.

The document sets out our ambitions for the coming year, building on the many achievements of Hackney Children and Families Service (CFS) improvement journey in the context of a challenging time for the borough.

Our vision hasn't changed. We want children in Hackney to grow up in a fully child-friendly borough, where they are given the best start

in life and every chance at success. We have high aspirations for all children in Hackney and the Council is committed to working with them, their families and communities to ensure that they achieve the best possible outcomes. We also share a commitment to improving outcomes at a faster rate for the most disadvantaged children and tailoring our services explicitly towards those who need them most.

This is not without challenge, the cost of living crisis continues to bite and has forced many more families into poverty, putting further, unprecedented pressures on children's services. The Council's frontline workers continue to be stretched and are working harder than ever to keep children safe. In the face of these challenges, we are proud of the steady and continued progress children's services are making.

Over the last year, our aspirations to be an anti-racist Council have continued to turn into

action. Throughout October and November 2023 we held the first ever Council wide Anti Racist Summit building on the highly successful Children and Education conference of 2022. The Summit resulted in each council Directorate committing to a set of pledges across their respective service areas.

Within the Children and Education Directorate we have committed to reducing disproportionality in Hackney and getting the best outcomes for our Black and Global Majority children and families. We have developed a Joint Children and Education Anti Racist Action plan - identifying the key areas requiring action to achieve our vision. As well as developing and embedding joint Anti Racist Practice Standards across the Children Social Care and Hackney Education Directorate.

The refreshed action plan builds on the work outlined in previous plans, however, we have reduced the previous seven thematic

headings to five, with priorities One, Four and Five merging into the Proud to be S.T.A.R (Systemic, Trauma Informed and Anti-Racist) priority - combining the previous Proud to be Hackney, Anti Racist and Learning Culture priorities:

- 1. Proud to uphold STAR principles: Systemic, Trauma Informed and Anti-Racist**
- 2. Proud to listen to children and families**


- 3. Proud to work with partner agencies**
- 4. Proud to work together to keep children safe**
- 5. Proud to support our workforce to flourish.**

We will continue to push for excellent outcomes for the children and families of Hackney, keeping them at the heart of all our work. Looking forward and considering the coming year, we are excited by the prospect of a continued journey of improvement,

which includes developing our practice model around the principles of Systemic, Trauma Informed and Anti-Racist (STAR) practice, underpinned by strong relationships. Supported by a stable and dedicated senior management team and a highly skilled workforce.



Mayor of Hackney



Deputy Mayor and
Cabinet Member for
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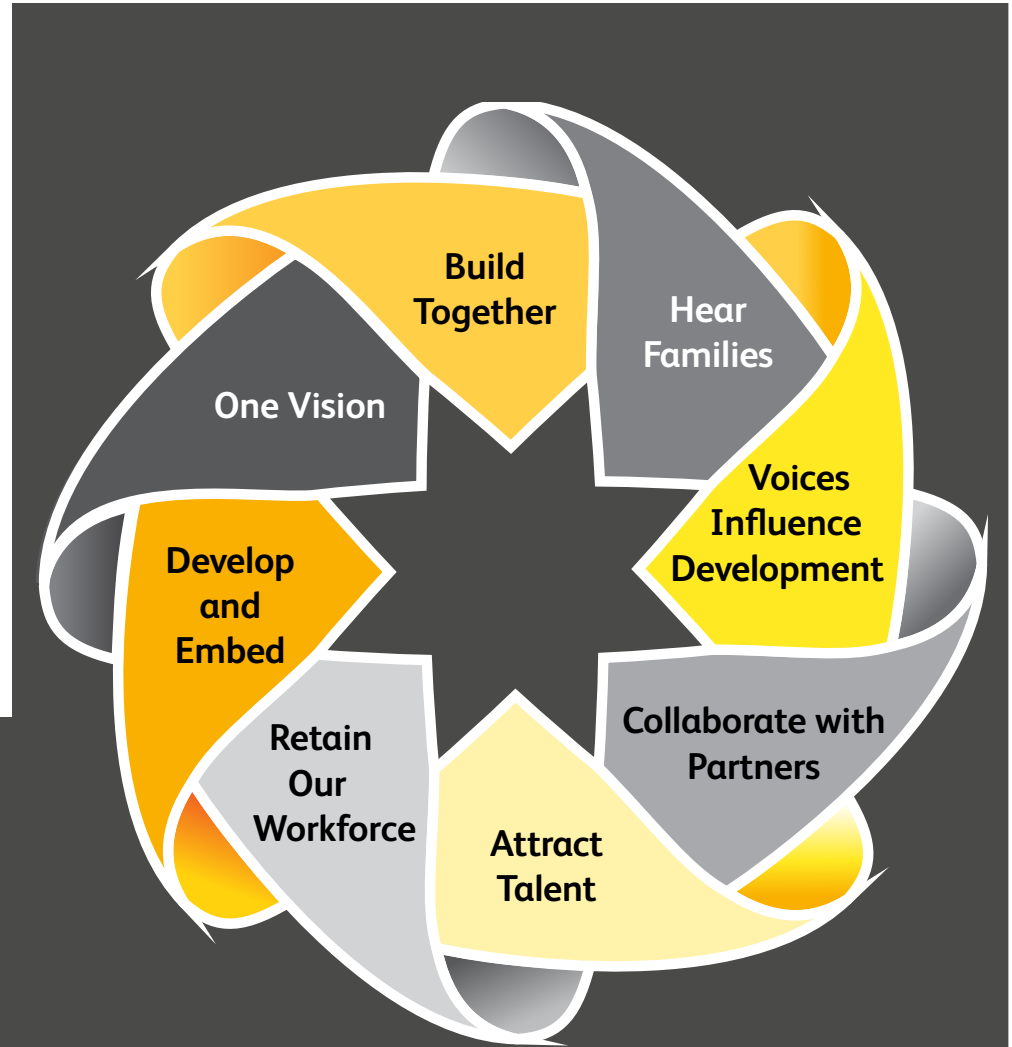
1. Proud to uphold STAR principles: Systemic, Trauma Informed and Anti-Racist

We will create a Practice Model that builds upon our **STAR** principles to embed our systemic, trauma informed and anti-racist practice in our every day work with children and families.

We will scope the development of a Practice Academy to deliver upon our STAR model. Our vision is for every practitioner to use STAR approaches, methods and techniques to focus upon relationships and work collaboratively, recognising the strengths within the social networks that our children and families live within.

We will be proactively trauma informed and anti-racist in our leadership and practice and seek to positively influence the broader context of children's lives. We will remain conscious of the impact of power dynamics within relationships and within systems and structures. We will be curious in our approach appreciating multiple perspectives seeking to do with, rather than do to in all of our work.

- Develop, embed and sustain systemic, trauma informed and anti-racist practice with children and families and support the wellbeing of our staff





2. Proud to listen to children and families

We will ensure that the voices of children and their loved ones shape both the support plans offered to individual children and families, as well as the strategic development of our services.

- All children and their families feel confident that their voices are heard through regular, meaningful opportunities to engage in the plans that are made for them
- All children and their families are offered the opportunity to contribute to the strategic development of the service





3. Proud to work with partner agencies

We will ensure there is a culture of collaborative work with partners in Hackney to keep children safe and improve their outcomes. We will listen to and be appreciative of multiple perspectives to consider how children's needs can best be met and ensure as a partnership that we are clear on our roles, responsibilities and associated powers.

- All partners are aware of the thresholds and pathways to the right support, at the right time, for children in need of help or protection and the importance of consent.





4. Proud to work together to keep children safe

As they journey towards adulthood, young people in Hackney will experience safety in the context of their families, peer groups, schools and neighbourhoods, as well as online. We will foster person centred support and engagement, through trusted and empowering relationships that are informed by knowledge of adolescent development and contextual safeguarding.

Young people will be encouraged to develop their knowledge and skills around how they can manage risk and make choices to feel and stay safe at home, at school, within the community and online.

- We will work collaboratively with partners to ensure children and adolescents experience safety in the context of their families, peer groups, schools and neighbourhoods as well as online





5. Proud to support our workforce to flourish

Having a skilled, resilient, stable and engaged workforce, equipped with the tools they need to do their jobs well, is crucial to achieving the best possible outcomes for children. We acknowledge that this requires a relentless focus on the recruitment, development and retention of staff.

We want to demonstrate that we are proud of our staff and want them to be proud of working for Hackney's children. We hope to promote Hackney as a great place to build a career working with children and families.

- **Recruit a talented, skilled and diverse workforce to ensure we effectively meet the needs of our children**
- **Ensure our retaining offer is comparable with competing Local Authorities**



