

Appendix J- Stockport Children’s Trust Integrated Working Matrix

Stockport Children’s Trust Integrated Working- What it means for people in the Workforce

Who I work with	I work with both adults and children	I work in a universal service (e.g. a school, FE college, youth club, hospital, GP practice, playgroup, after-school club)	I work in a universal service, but have specific responsibility for, or have a lot of contact with, children and young people with additional needs	I work in a specialist role with children and young people with additional needs (e.g. children in care, children and young people with disabilities, teenage parents, young offenders)	I work closely with others to deliver a defined integrated service (e.g. targeted youth support; Sure Start children's centre; extended school) or to support a locality or group of children and young people	I lead or manage a team or service	I am a senior strategic leader in my organisation	
What I need to do	<ul style="list-style-type: none"> • Feel part of a children's workforce, and that my contribution is valued • Understand the roles and responsibilities of others in the workforce • Share with the rest of the workforce a common core of skills and knowledge relevant to working with children and young people, including how to work in partnership with parents/caregivers • Share with the rest of the workforce common values and a common language • Understand and fulfil my statutory duties and responsibilities in relation to safeguarding and promoting the welfare of children and young people • Have an understanding of the local community and their needs • Understand my role in relation to corporate parenting • Be able to identify a child with additional needs or a Child In Need (Children Act 1989) • Know how to raise a concern about a child's welfare, and who to do it with – and have the space and support to do this • Know how and when to share information • Know broadly what support and services are available in my area and what I need to do to access them for a child or young person • Understand the common approach to assessment of need used in my local area 							
To do the best for children, young people and their families I need to	<ul style="list-style-type: none"> • Use Contact Point • Complete an assessment using the relevant framework • Have a clear understanding of my role in multi-agency panels/meetings to assess need, agree a support package and monitor/review progress; be able to negotiate resources from my own organisation to contribute to the package • Influence people for whom I do not have the management responsibility • Understand when it is appropriate for me to act as a Lead Practitioner and what action this entails 					<ul style="list-style-type: none"> • Lead a culture that supports integrated learning • Make space and time for my staff to understand and use integrated working approaches and tools • Support and encourage multi-agency training and development • Understand & manage professional supervision and management requirements of different professions 		<ul style="list-style-type: none"> • Lead an organisational culture that supports integrated working • Ensure my Children's Trust assesses its progress in integrated working, monitors the impact on outcomes and develops and implements a plan to address challenges • Set shared priorities with partners and agree allocation of resources
I may need to	<ul style="list-style-type: none"> • Initiate Child Protection Procedures in line with Stockport's Safeguarding Procedures. • Use a pre-CAF to decide if a Common Assessment Framework is needed • Initiate / Contribute to a Common Assessment Framework • Contribute to assessment, planning, intervention and review for a child in need • Take part in Multi-agency CIN meetings to assess need, agree a support package and monitor/review progress • Be part of a virtual team around the child • Understand when it is appropriate for me to act as a Lead Practitioner and what action this entails 			<ul style="list-style-type: none"> • Chair multi-agency panels • Chair meetings (including those for children who are subject to a Child Protection or care plan) • Be part of a virtual team around the child • Undertake direct work with children and families to assess, plan, intervene and review the outcomes of this work • Act as a Budget-Holding Lead Practitioner, • Attend child protection conferences • Attend court hearings in respect of Children in Need appropriate to role 		<ul style="list-style-type: none"> • Take part in Children's Trust partnership Boards to ensure that the development of integrated service planning, policy and strategy reflects the needs identified by my service • Work at an operational level across my Children's Trust to commission and provide integrated services • Chair multi-agency meetings or conferences regarding individual children 	<ul style="list-style-type: none"> • Contribute to the effective working of the Local Safeguarding Children Board • Act as a strategic commissioner of services across the Children's Trust 	
Some of the tools that help me to do this are	<ul style="list-style-type: none"> • 'Common core of skills and knowledge' - ECM • 'Children's Workforce Network statement of values for integrated working for children and young people' CWDC • Stockport's common induction process • Multi-agency training and development opportunities, including those focussed specifically on skills for integrated working • 'Working Together To Safeguard Children': A guide to inter-agency working to safeguard and promote the welfare of children (HM Government, 2006) - ECM • 'What to do if you are worried that a child is being abused' – ECM 							

	<ul style="list-style-type: none"> • ICO – Information Sharing Guidance – ECM • 'Safe Recruitment – Safeguarding Children in Education' - ECM • Stockport's 'Common Processes Guidance' – (CAF, e-CAF, Child in need Framework and Lead Practitioner) and training • Targeted Youth Support toolkit • Championing Children • Safeguarding Children Training • Information Sharing Guidance for practitioners • Child Development training • National Assessment Framework Training material 				
<p>I might be a</p> <p>(these lists give examples of job roles, are not intended to be comprehensive and are listed alphabetically)</p>	<p>Adult workers; Advocate/Childrens Rights Officer; Allied Health Professional; Arts & Heritage worker; Breakfast/After School Club Manager; Business & Admin Worker; Children's centre staff; Children & family worker; Child minder; Connexions Personal Advisor; Cover Supervisor; COT worker; Early Years Advisor; EWO; FIP Worker; FE Lecturer; GP; Health visitor; Headteacher; Higher Level Teaching Assistant; Housing officer; Integrated Support Assistant; Learning mentor; Librarians; Midwife; Mosaic worker; Nurse; Nursery nurse; Parental Support Advisor; Pastoral managers; Playgroup worker; Police officer; SENCO; School Nurse; Sports Coach; Teacher; Teaching Assistant; Youth worker</p>	<p>Allied Health Professional; CAMHS worker; MOSAIC worker; Headteacher; Health Visitor; GP; Educational Psychologist; Learning Mentor; Midwife; Pastoral Manager; Paediatric nurse; Specialist Teacher; Social worker; Virtual School Head; YOT worker</p>	<p>MOSAIC Worker; Educational Psychologist; Education Welfare Officer; Social worker; YOT worker; Youth worker; Designated teacher for looked after children; GP; Headteacher; Designated nurse for looked after children</p>	<ul style="list-style-type: none"> • Children's workforce reform framework and toolkit • Leadership and management CPD Framework • Commissioning support programme • Lead professional guidance for managers • CAF guidance for managers <p>Head of children's centre; Headteacher; Local authority manager; Local authority head of service; Health service manager Senior clinician; Senior police officer; Social Worker; GP</p>	<ul style="list-style-type: none"> • Children's workforce reform framework and toolkit • Commissioning support programme • Working Together to Safeguard Children • Information Sharing Guidance for Managers <p>Chief executive of third/private sector org; Commissioner of children's or health services; Director of Children's services; LADO; Lead member for Children's services; PCT Chief Exec; School Governor; Workforce Development Manager</p>