

Annual Report Priorities 2024/25

People		2024/25 Priorities	Quality Standard	Lead
1.1	All people are equal partners who have choice, voice and control over their lives and are able to achieve what matters to them	Direct payments: lead on direct payments initiatives at a National Level	1.1	Jo Taylor / Mark Cooper
1.2	Effective leadership is evident at all levels with a highly skilled well qualified and supported workforce working towards a shared vision.	Early Years & Family Support: Pilot the workforce development skills matrix to ensure staff deliver quality and effective services. To include speech, language, and communication; parenting; childcare and transformation as a minimum	1.2	Gail Bennett / Peter Wynne
		Flintshire County Council to sign the pledge and adopt Welsh Government's Corporate Parenting Charter: A Promise for Wales. To fully support the principles and promises set out in the Charter, and ensure our Children Looked After receive the highest standard of care and support.	1.1	Peter Robson
		Support the implementation of the All-Wales safeguarding standards through delivery of a training programme which aligns to the competency groups within the national training framework.	1.2	Jackie Goundrey
		Continue to support the Digital Strategy by supporting the improvement of digital skills of our workforce.	1.2	Jackie Goundrey

		Maintain a high standard of available training and development opportunities for our social care workforce, including carers and the independent sector.	1.2	Jackie Goundrey
		Work with our regional partners, ensuring Flintshire are involved in the implementation of policies and training offers.	1.2	Jackie Goundrey
		Support implementation of training and information from identified areas through the Single Unified Safeguarding Review (SUSR) process and CIW Inspection.	1.2	Jackie Goundrey
		Support the WeCare Campaign and the work around recruitment and retention of social care staff.	1.2	Jackie Goundrey / Gemma Wellstead
		We will remain committed to supporting the 'Mwy na Geiriau' strategic framework by ensuring we are able to offer training and resources bilingually when required.	1.2	Jackie Goundrey
		Support staff and students with a pathway into social work and occupational therapy.	1.2	Jackie Goundrey
		Continue to deliver the Health & Social Care Core Level 2 and 3 Practice qualifications via our assessment centre, providing necessary qualifications for our support staff working in adult services.	1.2	Jackie Goundrey

		We will continue to work with universities and support trainee Social Workers through their 3-year traineeship and offer help to our occupational therapy staff undertaking their traineeship.	1.2	Jackie Goundrey
		We will continue to support both social work qualifying training and post qualifying training in Wales, including the First 3 Years Framework requirements for all post-qualifying Social Workers new into roles.	1.2	Jackie Goundrey
Prevention		2024/25 Priorities	Quality Standard	Lead
2.1	The need for care and support is minimised and the escalation of need is prevented whilst ensuring that the best outcomes for people are achieved.	Continue to grow our in-house fostering service to support more children looked after.	2.1	Craig Macleod / Peter Robson
2.2	Resilience within communities is promoted and people are supported to fulfil their potential by actively supporting people who need care and/or support including carers to learn develop and participate in society.	Continue to develop the Special Guardianship service to reduce the need for children and young people to remain looked after.	2.1	Craig Macleod / Suzanne Johnston
		Develop childcare expansion and seamless childcare provision across programs. Achieve the childcare expansion target set by Welsh Government for the 2-year-old phase, Flying Start, Flying Start Outreach and 3–4-year-old childcare and additional support and continue the childcare capital programmes.	2.1	Gail Bennett / Peter Wynne

		Develop a national, regional and local approach to Early Years Transformation so that all our children ages 0-7 have the best possible start in life and are able to reach their full potential.	2.1	Gail Bennett / Peter Wynne
		To include a regional approach to early years brain science through simple messages, metaphors, storytelling, and training - Oxford Brain Story.	2.1	Gail Bennett / Peter Wynne
		Pilot an evidence-based volunteer information provision to increase access and availability of information to support families and provide early intervention and prevention.	2.1	Gail Bennett / Peter Wynne
		Utilise the progression model as a way of promoting people's independence skills.	2.1	Jo Taylor / Claire Mayers
		Continue to expand the service offering for employment opportunities for disabled people.	2.2	Jo Taylor
		Progress the newly formed partnership with Deeside Industrial Park which aims to bring employment opportunities for vulnerable people within social services.	2.2	Jo Taylor
		Continue to meet the demands of young people with learning disabilities for accommodation.	2.1	Jo Taylor
		Further development of our work to support Young Carers in their role, including but not limited to: further development of the Young Carers ID Card, focus on respite and breaks for Young Carers,	2.2	Janet Bellis / Naomi Harper

		engagement with education colleagues and schools, engagement with businesses and communities across Flintshire, support with training and education opportunities.		
		Continue to investigate and expand creative respite solutions to meet the needs of carers in bespoke and unique ways.	2.1	Janet Bellis / Naomi Harper
Partnership and integration		2024/25 Priorities	Quality Standard	Lead / Owner
3.1	Effective partnerships are in place to commission and fully deliver fully integrated, high quality sustainable outcomes for people	Provide additional placements for step down care within our in-house provision (Tŷ Croes Atti).	3.1	Mark Holt / Marianne Evans
3.2	People are encouraged to be involved in the design and delivery of their care and support as equal partners	Support the building of a new Hub for the relocation of Tri Ffordd supported employment project to Maes Gwern in Mold.	3.1	Jo Taylor / Matt Thomas
		Continue to grow the Micro-Care market, including access to commissioned care packages.	3.2	Dawn Holt / Lee Holman
		Pilot an evidence-based volunteer parenting programme, offering parents an opportunity for peer-to-peer support and to test whether volunteer services are as effective as paid services.	3.2	Gail Bennett / Peter Wynne

		Investigate how to identify and connect with more carers, make our services more visible and accessible and raise awareness of carers in the local community.	3.2	Janet Bellis / Naomi Harper
		Recommissioning of carers services to begin in April 2025.	3.1	Janet Bellis / Naomi Harper
Well-being		2024/25 Priorities	Quality Standard	Leads
4.1	People are protected and safeguarded from abuse and neglect and any other types of harm	Implement the “Effective Child Protection” practice model and embed into practice within Childrens’ Services, over a 3-year programme.	4.1	Jane Turvey
4.2	People are supported to actively manage their well-being and make their own decisions so that they are able to achieve their full potential and live independently for as long as possible	Launch and begin the implementation of the NSPCC neglect-graded profile tool (GCP2), to support with identifying and appropriately managing risks relating to neglect.	4.1	Jane Turvey
		Continue to grow our in-house homecare service to support more people to live at home, utilising a rolling scheme of recruitment.	4.2	Mark Holt / Vanessa Roberts
		Continue to look at new resources to support carers with the pressures due to the increase in cost of living.	4.2	Janet Bellis / Naomi Harper

		Explore opportunities to support carers from ethnic minority backgrounds.	4.2	Janet Bellis / Naomi Harper
		Support people to achieve their mental well-being outcomes by promoting personal and community well-being through open access courses delivered by the Learning Partnership	4.2	Jo Taylor / Rhian Evans