**2024-lan**



**Business**

**2024-25 Plan**



**Business Plan   
2024-25**

**Business**

**Business Plan**

**2024-25**

**This Business Plan sets out the objectives for the Agency for**

**2024-25 of its Strategic Plan**

The Board of the Children’s Court Guardian Agency has agreed a 5-year Strategic Plan for the years 2023-28.

Each year the Agency produces a Business Plan to explain what it will do to deliver on its Strategic Plan. The following Business Plan is for year 2 of its Strategic Plan.

The Strategic Plan 2023-28 can be found here

[Childrens-Court-Guardian-Agency-Strategic-Plan-2023-28 (5).pdf](file:///C:\\Users\\seanb\\Downloads\\Childrens-Court-Guardian-Agency-Strategic-Plan-2023-28%20(5).pdf)

**Objectives for   
2024-25**

**Business Plan**

**2023-24**

**The Board of the Children’s Court Guardian Agency for Northern Ireland has agreed the objectives set out below for this year. The objectives are set out under the strategic themes agreed by the Board.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Strategic**  **Theme** | **Objectives** | **Timescale for completion of objective** | **Owner** |
| **1.**  **Children and Young People** | **We will develop and implement an engagement strategy for children and young people.** |  |  |
| **•** Finalize our strategy for engaging with children and young people. | **June 24** |  |
| **•** Implement the engagement strategy in the Agency and further embed feedback mechanisms in our work. | **January 25** |  |



|  |  |  |  |
| --- | --- | --- | --- |
| **Strategic**  **Theme** | **Objectives** | **Timescale for completion of objective** | **Owner** |
| **2.**  **Support to Staff** | **We will support the health and wellbeing of our staff.** |  |  |
| **•** Through continuing the Inspire program. | **April 24** |  |
| **•** By using Data for performance reporting on the Agency’s work. | **April 24** |  |
| **•** Through greater transparency about workloads, to improve equity of caseloads. | **April 24** |  |
| * By delivering a well-being event for staff to encourage an awareness of staff wellbeing and self-care | **July 24** |  |
| **We will support staff through learning and development opportunities to provide a quality service to children and young people.** |  |  |
| * Develop and implement a Learning and Development strategy for all staff | **June 24** |  |
| **•** Providing Learning and Development  opportunities to all staff to fulfill their job role. | **March 25** |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Strategic**  **Theme** | **Objectives** | **Timescale for completion of objective** | **Owner** |
|  | **We will embed the HSC collective leadership model to support collaborative working and team culture.** |  |  |
| **•** Have an inclusive approach to involving staff in the continuous improvement agenda. | **April 24** |  |
| **•** Maintain staff/ team meetings to help promote ‘team’ approach. | **April 24** |  |
| **•** Establish a cross functional working group to develop an internal communication strategy. | **June 24** |  |
| **•** Develop an internal communication strategy. | **September 24** |  |



|  |  |  |  |
| --- | --- | --- | --- |
| **Strategic**  **Theme** | **Objectives** | **Timescale for completion of objective** | **Owner** |
| **3.**  **Systems**  **Compliance**  **Efficiency**  **Effectiveness** | **We will continually review and improve our systems and processes to ensure they are efficient and effective to support the delivery of a high-quality service to children and young people.** |  |  |
| * Ensuring our information systems support our strategic commitment to data as a driver for change. This will include an assessment of future provision of those systems. | **January 25** |  |
| **We will continue to improve the collection, collation and evaluation of our data to influence better outcomes for children.** |  |  |
| * Using Data to inform improvements in what we do, evidenced in our reporting to the Board. | **April 24** |  |
| * By using Data for performance reporting on the Agency’s work. | **April 24** |  |

|  |  |  |  |
| --- | --- | --- | --- |
| **Strategic**  **Theme** | **Objectives** | **Timescale for completion of objective** | **Owner** |

|  |  |  |  |
| --- | --- | --- | --- |
|  | * By identifying an appropriate structure and oversight for the development of the Data function. | **September 24** |  |
| **We will seek to optimise the use of our resources to achieve a high-quality service for children and young people.** |  |  |
| * Implement an action plan for our Social Care Governance Review to include   + Case Grading   + Use of GCIS; and   + A review of Professional Standards | **December 24** |  |



|  |  |  |  |
| --- | --- | --- | --- |
| **Strategic**  **Theme** | **Objectives** | **Timescale for completion of objective** | **Owner** |
| **4.**  **Influencing** | **We will use opportunities to promote the role of the agency and to influence policy and practice to improve the lives of children and young people.** |  |  |
| * Through connecting, collaborating and partnership working with other organisations, including Trusts, the   Agency will raise awareness of its role. | **April 24** |  |
| * Using our Data to support influencing opportunities to improve practice and policy. | **March 25** |  |



The Objectives outlined in the Business Plan above will be the priorities and focus of the Agency during 2024-2025. The achievement of these objectives will be subject to the Agency being allocated the resource required to fulfill these objectives and meet our Statutory duty. These are reported at every meeting to the Board via the Agency Business Plan action plan which outlines achievement against each objective and the Quarterly Operations Report which creates transparency within the Agency.

As part of the fulfillment of these objectives there are a number of business as usual activities in which the Agency will engage, which include representation at key strategic fora to ensure staff are up to date with key issues in respect of Social Work Practice; Health and Social Care policies and procedures which relate to the Agency work, as well as opportunities to inform and influence from the unique perspective of the Agency’s work.

This includes representation on the following

* The Safeguarding Board for Northern Ireland (SBNI); including the Governance, Mental Health and Trauma Informed Practice subgroups.
* The Children's Service Strategic Reform Programme Board; including Legislative and Policy Reform, Workstream 7, subgroup.
* The Northern Ireland Social Work Leadership Network (NISWLN);

**Business Plan**

**2024-25**

* Social Work Workforce Implementation Board (SWWIB)
* Shadow Family Justice Board, including Delay subgroup
* Regional Facilities for Children and Young People Programme Stakeholder Reference Group
* Chief Social Worker Forum for Organisations other than HSC Trusts
* Principal Practitioner Forum meetings;
* Regional Signs of Safety Steering Group.