

Our professional values when we are working with children, young people, families and carers

Value 1

We believe that good practice only happens through the **relationships** we have with the children, young people and adults we are trying to help. We will always be careful to **balance the authority** we have with **empathy** and **respect** for everyone with whom we work.

Value 2

We will always **speak plainly** and make sure the children, young people and families we are working with, understand what we are saying, what we are doing and why we are doing it, **explaining the judgements we make** and the actions we take.

Value 3

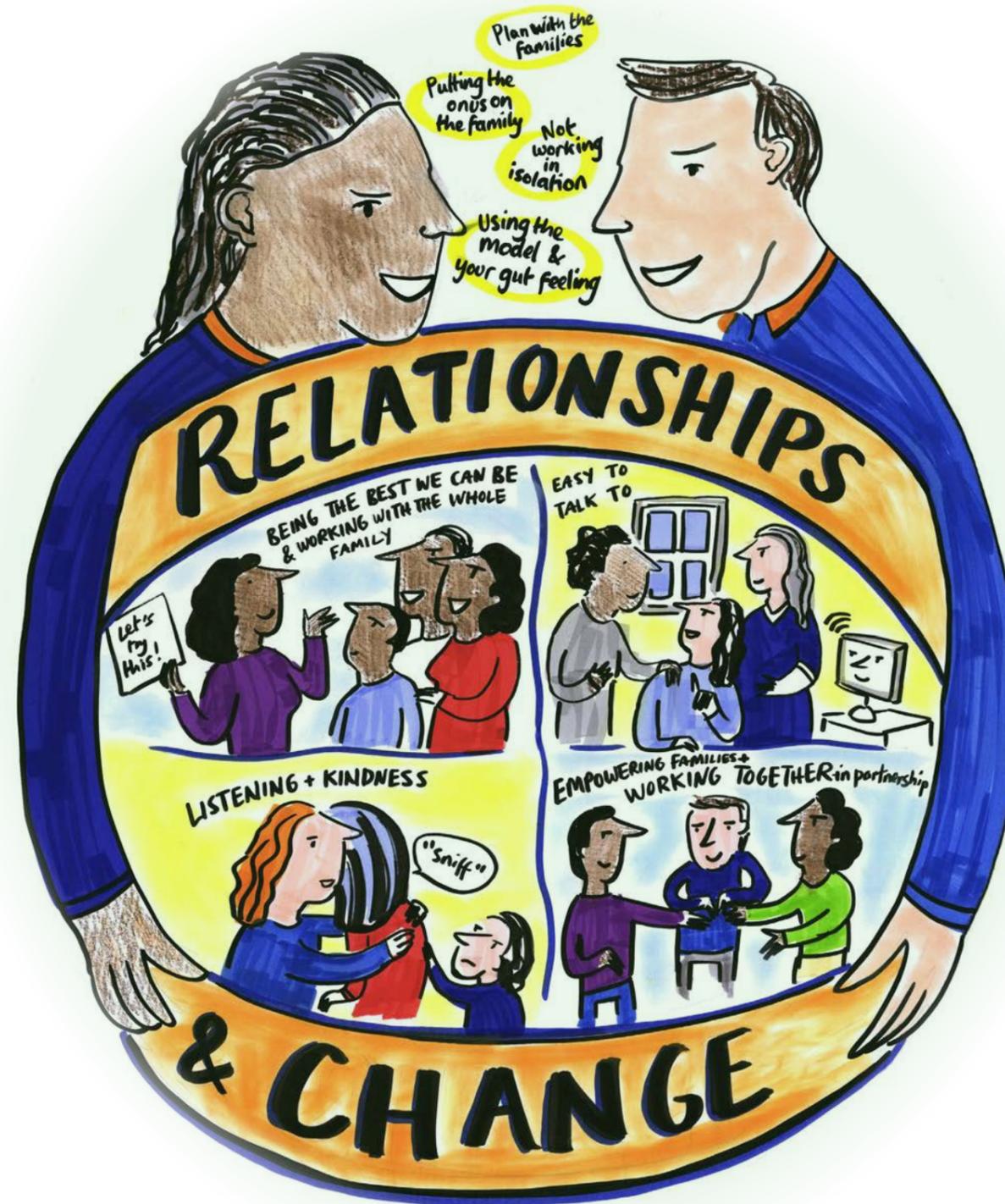
We will always ask and then **listen carefully** to children and young people when they share **what is happening in their lives**, what they are worried about and what they want to happen. Their **experiences, past, present and future** will always be at the **centre of our thinking**. We will take every opportunity to help them become confident, independent and resilient individuals.

Value 4

We will **be thoughtful and analytical** with all the information we have when we are assessing what children and young people need to keep them safe. Our **assessments will show clear reasoning** and will reach a **clear conclusion that everyone can understand**.

Value 5

We believe **every family has strengths**, which we will notice when we are working together. We will help people to identify solutions to their difficulties, making the best use of the **good and safe things** that already exist in their own **network of family, friends and community**.



Value 6

We believe that we have a shared responsibility to help families to change so that children and young people live safely with them. We will **work with families to make a clear plan about what needs to change and we will describe clearly the help we can offer**. Our plans will also clearly explain **what will happen if things do not change**.

Value 7

When we make professional judgements about 'best next steps' to help a family, we will **think together as colleagues and managers**, making sure we take time and care to agree **decisions that are in the best interests of the children and young people**.

Value 8

We believe that the help we offer to families is more effective when we **work closely with other professionals**, provided we have **consent** to do so and/or it is in the best interests of the children involved.

Value 9

We will keep **clear records** about our work with children, young people, families and carers which we will share with them when it is in their best interests. We will keep a detailed history for those children and young people who we look after, so that they can **understand their lives, their own stories** and the decisions that have been made to keep them safe and happy.

Value 10

We will be **reliable and interested in the quality and effectiveness of our work**. We will make sure everyone understands what we are doing, why we are doing it and the plans we are making. We will always ask for **feedback**, and **we will learn** how to improve what we do and how we do it.