

getting

it right

for every child

in Moray

Standards

For Professionals

Standard 1: The child will be at the centre of our work

- 1.1 In all aspects of our work, we will ask and record children's and young people's views and comments
- 1.2 In making decisions which impact on a child's life, we will actively gain the child's views and take account of these in accordance with his/her age and stage of development
- 1.3 We will record this appropriately in line with agency and local authority procedures

Standard 2: Our work will take account of the child's short and longer term needs

- 2.1 Although our individual contributions and intervention may be short term, we will appropriately consider the child's needs in the longer term
- 2.2 We will view the child holistically from the point of identification of need

Standard 3: In all our work, we will respect the child's and family's right to confidentiality

- 3.1 We will work within agency and local authority procedures on Information Sharing, ensuring these inform our work
- 3.2 We will balance the child's right to confidentiality with our duty to safeguard him/her
- 3.3 We will share information to assess risk, protect the child and plan services appropriately
- 3.4 We will gain informed consent from the child and family, as far as is possible, for our work
- 3.5 All staff will be familiar with, and work within, the Moray Information Sharing Protocol

Standard 4: We will work to ensure that Moray's children and young people are safe

- 4.1 We will work in an integrated way with other professionals and agencies to share information appropriately in order to assess, plan and intervene to address risk of harm
- 4.2 We are alert to the needs of all children in any given situation
- 4.3 We will enable children and families to make informed choices by giving them timely and appropriate information
- 4.4 All staff will be trained in basic child protection awareness

- 4.5 All agencies will have an identified Child Protection Officer who is knowledgeable in appropriate processes and procedures

Standard 5: We will work in an anti-discriminatory way to promote opportunities for children and families

- 5.1 We will find creative and individual solutions to work with each child's and family's strengths
- 5.2 All staff will be trained in Equal Opportunities and Valuing Diversity
- 5.3 Each agency will have its own Equal Opportunities and Valuing Diversity procedures which will be known to all its staff
- 5.4 Professionals will use creative ways of overcoming barriers to meaningful participation for children and families

Standard 6: We will work in meaningful and purposeful partnership with families

- 6.1 We will take account of, and consider the views of, family members – including wider family networks – in every assessment and planning context
- 6.2 We will include parents or carers in all decision-making processes about their children, as partners in implementing an integrated plan
- 6.3 We will actively promote partnership with parents in our work

Standard 7: Our work will build on the individual child's and family's strengths in any given situation

- 7.1 Wherever possible, and safe to do so, we will include parents' and relevant family members' views in planning and building capacity to address need and risk to the child
- 7.2 We will carry out the process of assessment, planning and service delivery in an anti-discriminatory, solution oriented way
- 7.3 Chair Persons of meetings will be trained and skilled in Solution Oriented approaches

Standard 8: We will build a Team around the Child

- 8.1 A Lead Professional will bring other relevant individuals and agencies together to address the child's need in a solution oriented way
- 8.2 We will work in an integrated way, to a single, integrated plan, to assess risk and protective factors, meet need, deliver services and evaluate progress
- 8.3 All staff will follow Local Integrated Assessment and Planning (LIAP) Processes to ensure the child receives the right help at the right time

Standard 9: Agencies will work to the highest standards in an integrated way

- 9.1 Individuals will respect each others' boundaries, roles and expertise and recognise the importance of working together to facilitate a solution
- 9.2 Professionals will be accountable and responsible for his/her own actions

- 9.3 Professionals will commit to, and carry out, allocated tasks from an action plan, the objectives of which are specific, measurable, achievable, realistic and time bound
- 9.4 The local authority has devised a varied calendar of multi agency training courses in which staff will take responsibility for continuing their own professional development

Standard 10: Values will be shared across disciplines

- 10.1 All staff will act with integrity
- 10.2 All staff will interact with respect for children, families and their colleagues
- 10.2 All staff will adhere to their agency's Code of Practice and act in the best interests of the child