

RELATIONSHIPS: MAKING LEADERSHIP WORK

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Hull

Including...

- From Wokingham to Birmingham!
- Children's Services in Birmingham
- Making change happen: it's what we do!
- This much I know (but only this much)

Wokingham...

- Affluence and expectation vs austerity and self-reliance
- Strong and improving Services
- '21st Century problems'
 - Bins
 - House-building
 - Traffic and transport
 - Regeneration

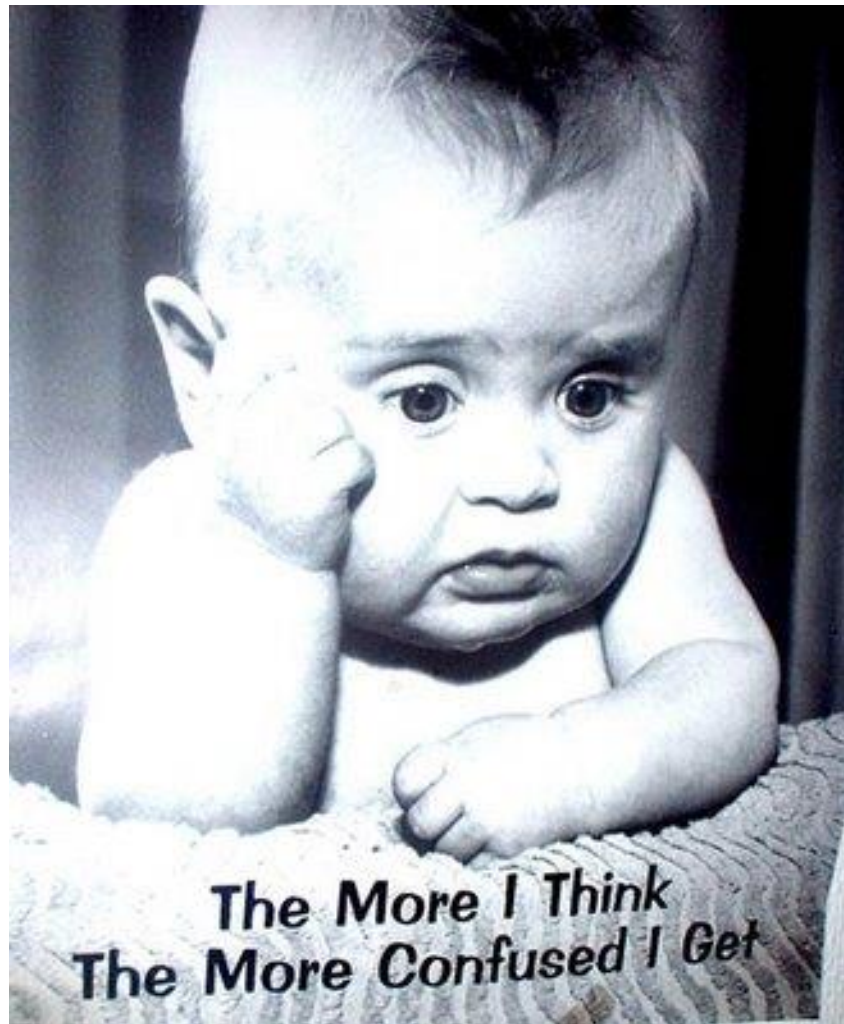
From...



To...



New Job...



To...

**DON'T WISH IT WERE EASIER,
WISH YOU WERE BETTER.**

~ JIM ROHN



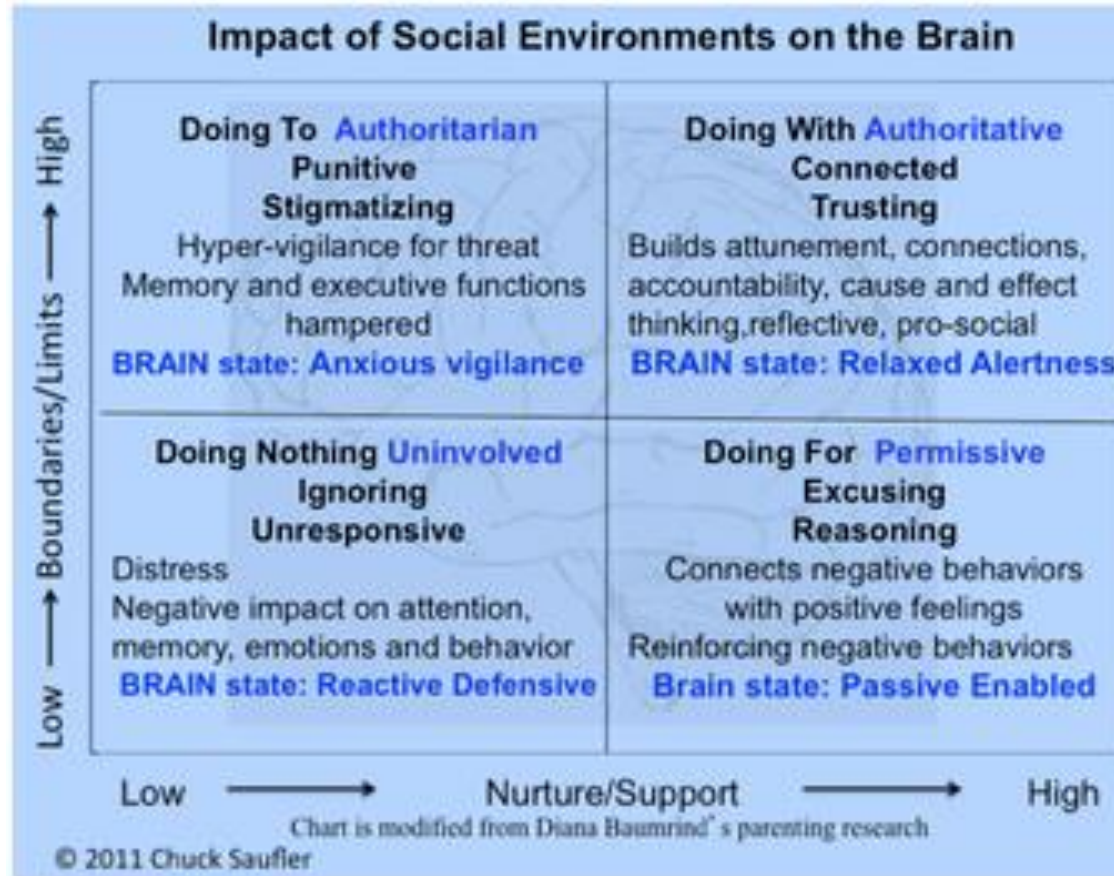
It's good to have friends on your improvement journey...



'Birmingham is a national disgrace'

- Social problems in the city were now so bad **that it compared unfavourably with communist Cuba**, and parts of Eastern Europe
- “They are a testament to **failure of corporate governance on a grand scale** – governance that has failed to grasp the nettle over many years and which has **relegated our second city to fourth division for children’s services.**”
- “What is shocking is that this is the **city council with responsibility for more children than any other, our second city, the largest unitary local authority in the country**, the city of Joseph Chamberlain and once the powerhouse of the nation. How did it come to this?”

Organisations, as well as Brains...

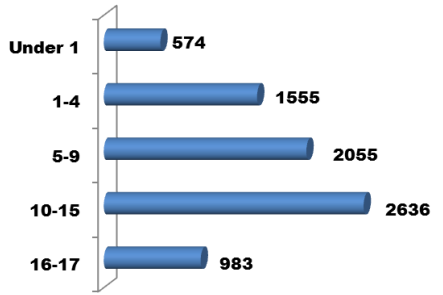




Net Budget
162.5M

7803
Open Cases

Ages



% Ethnicity Breakdown

Percentage of 0 to 17	England	Birmingham	BCC
White	80	43	47
Mixed/multiple ethnic group	5	10	14
Asian/Asian British:	10	36	23
Black/African/Caribbean/Black British	5	11	16



2081 families supported by Family Support/Think Family



101

The number of children matched for adoption in 16/17



971 Children with a CP Plan

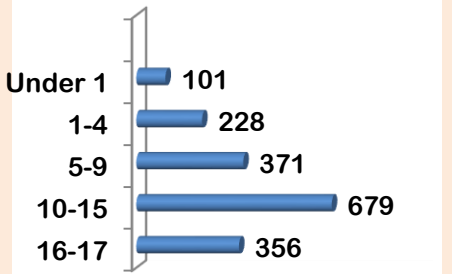
84% Children supported to live with their own family



- 119 unaccompanied asylum seekers
- 349 children in families with no recourse to public funds
- 498 BCC Foster Carers



1735 Children in Care who are aged:



35.80% YOS reoffending rate Eng & Wales 38.0%



4 Homes for disabled children

655 Disabled Children

Our Ambition for Social Work in Birmingham

Focus on Quality of Practice:

- Thoughtful, purposeful
- Child-centred
- Family focused
- Relationship-based
- Systemic and reflective
- Supported
- Manageable
- Ambitious



Leading Change and Making Change Happen

We need to be:

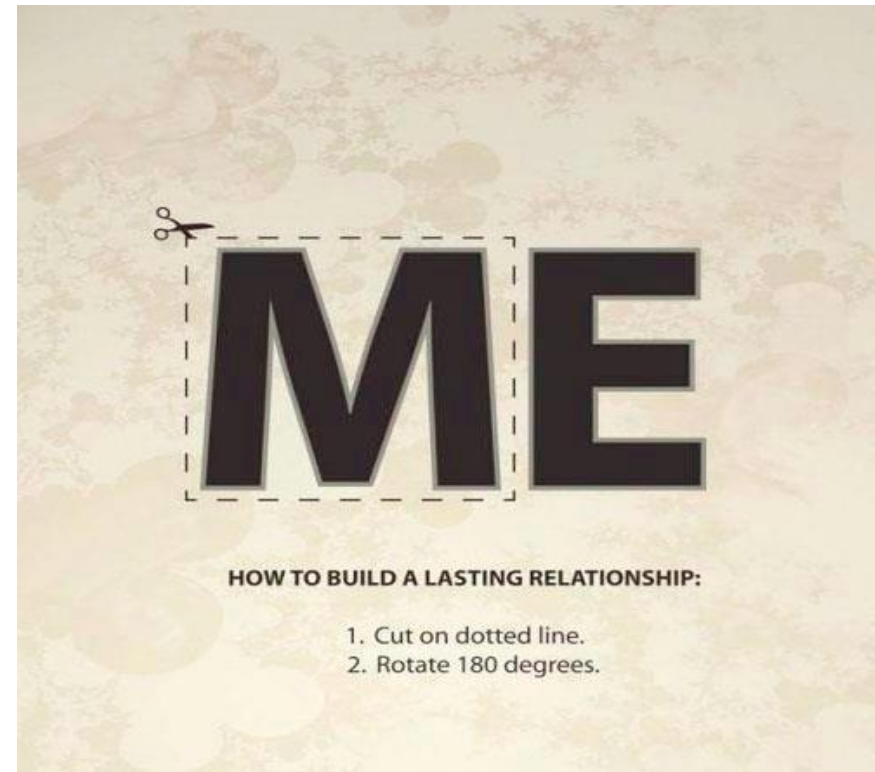
- Curious
- Respectful
- Reflective
- Open
- Positive
- Realistic
- Ambitious: for children, families and each other
- Challenging and supportive
- Determined



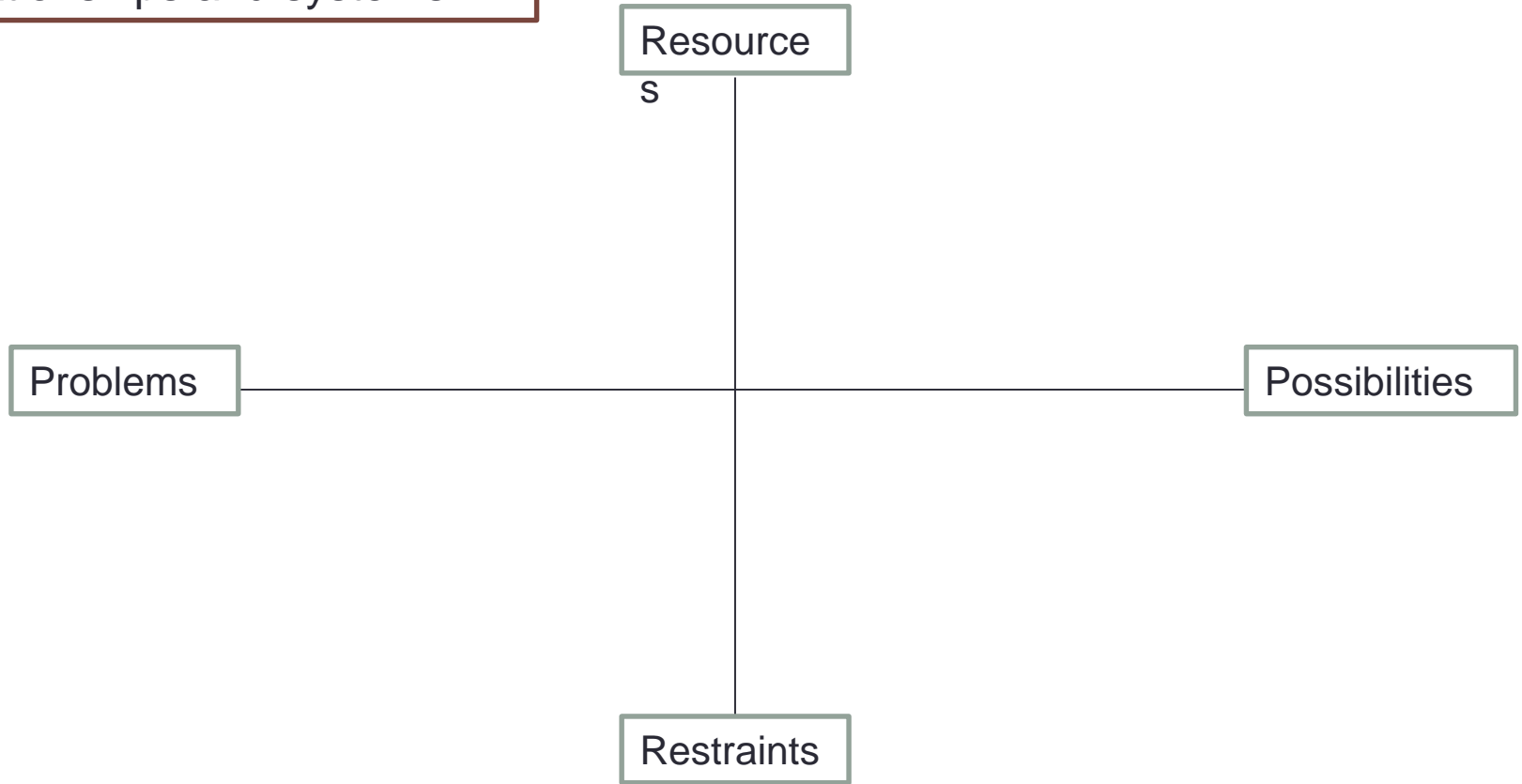
Relationships are Everything

4 Key Constituent Groups:

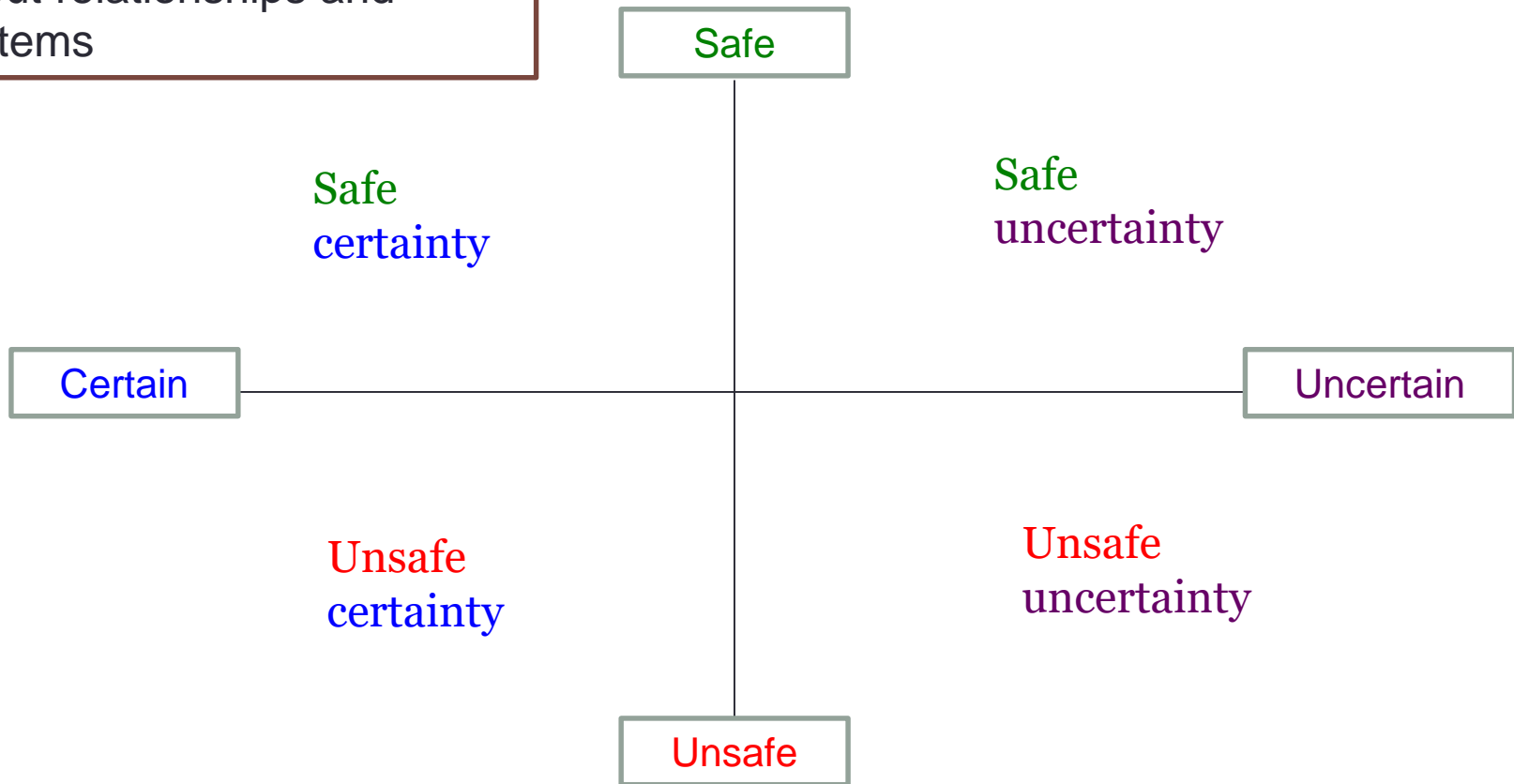
- Children, young people and Families
- Our People
- Birmingham City Council
- Partners



A way of thinking about relationships and systems



Another way of thinking about relationships and systems



Change...

“For useful change to happen we sometimes need to become less certain of the positions we hold. When we become less certain of the positions we hold we are more likely to become receptive to other propositions, other meanings we might put to events. If we can become more open to the possible influence of other perspectives, we open up space for other views to be stated and heard”

This much I know...

- What we do is hard
 - What we do is important. It makes a difference
 - What we do we do better together than we can separately
 - There is more that binds us than divides us: so why do we spend so much time on our differences, on our disappointments, on our grievances?
 - Good leadership is vital. (But so is good management)
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- **Never doubt that a small group of thoughtful, concerned citizens can change the world. Indeed it is the only thing that ever has."**
— Margaret Mead