

**Cumbria County Council
Children's Service Developmental Principles**

The following principles will underpin any proposals to change the way we work together.

1. The rights of children and young people are paramount and this principle will underpin everything we do. Any developments will have to demonstrate clear benefits for young people and for their families.
2. We will consult young people and their carers about how we might develop our services.
3. Services will be based in the communities they serve. Local people will be involved in monitoring or managing the services we provide.
4. Any developments will take full account of the Council's statutory responsibilities. They will also be consistent with the government's expectations for Local Authorities and will be discussed with the relevant government departments. These include the DfES and Ofsted, the Department of Health and the Social Services Inspectorate, and the Government Office North West.
5. The Local Authority cannot deliver a full range of services on its own. We intend to work in partnership with schools, voluntary organisations and other statutory organisations in planning and delivering services.
6. *We will organise our services to take account of current administrative boundaries. We will follow, in particular, the boundaries of Local Committees and the existing Strategic Partnerships. In addition, we will try to ensure that developments are consistent with any future reorganisation of local government at a regional level.*
7. We will consult all staff, believing that they are uniquely placed to advise us on how our services can be developed. We will ensure that their views are considered carefully, and we will keep them fully informed throughout this process.
8. We will carry out a risk assessment of the impact of change before any changes are agreed. A number of Performance Indicators may be affected. These may be Best Value or Local Performance Indicators, or found within Quality Protects or the Education Development Plan.
9. We will involve consult fully with Professional Associations and Trade Unions in planning and proposing changes.
10. Fieldwork staff will continue to receive supervision from line managers who have appropriate professional qualifications.
11. No staff will become redundant as a result of closer working between the two Directorates. Some existing jobs may change in the future and where this happens, appropriate training will be given to the staff who are affected.