

# CHILD POVERTY SELF ASSESSMENT

 Save the Children® Registered UK charity no.213890



WLGA • CLIC

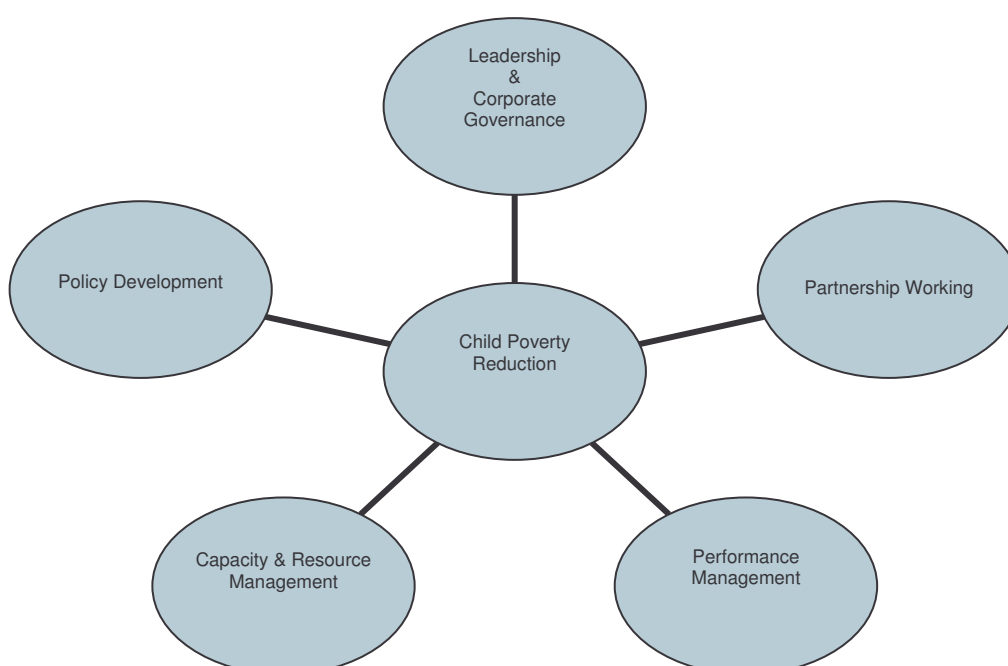
**We Save the Children  Will you?**

# Child Poverty Self Assessment

## Introducing the self assessment

This self assessment aims to help public sector organisations to assess their current approach to reducing child poverty and to identify and challenge the barriers preventing progress. We have developed this self assessment tool to help you to understand where your organisation is and what you could do to improve.

The tool has not been developed on the basis of any formal audit, and so must only be taken as indicative; it represents our judgement of how L.A.s can improve their corporate approach in each of the five *performance attribute areas*.



It is a practical tool, designed to be used by child poverty working groups, at corporate level or across a partnership. It is not a ‘tick box’ assessment.

We have suggested to focus on for each performance attribute area, reflecting the areas of change that are most important. Different parts of your organisation are likely to be at different stages of development. For example overall you might be in the red zone but some departments may be more advanced and be considered as amber or green.

## Using the tool

The tool can be used flexibly and adapted to suit your particular need to make them “live” in your organisation. You might decide to concentrate on improving one or two areas for development to help you prioritise what action to take.

You will need to carefully think about the best way to use the tool in your organisation. For example a good place to start may be via your “core aim 7 group” or via the Children and Young People’s Partnership. We would recommend that the management team and key members are involved. This will help ensure that they are signed up to implementing the improvement plan.

The tool is similar to that of the National Service Framework for Children Young People and Maternity services Self assessment tool (NSF SAT) each of the *performance attribute areas* has seven statements to which you will need to score the organisation against. The tool uses a scoring system similar to that of the National Service Framework Self Assessment Audit Tool (NSF SAAT) e.g.

- 1= No action taken to achieving key action yet
- 2= Intending to develop
- 3= Starting to develop
- 4= Developing
- 5= Developed and imbedding
- 6= Achieving

Alongside the scoring there are two sections to complete “strengths to build on” and “areas to develop”. Analysis of this section is key to help to develop an improvement plan.

You will get maximum benefit from the tool if you use it in an environment where everyone feels comfortable about being open and honest. It can be helpful to have a workshop session with a facilitator for this. A possible workshop format could be:

1. Explain the tool and make sure that everyone understands its purpose.
2. Start by thinking about the progress that your organisation has made in improving local outcomes using the framework on page 4.
3. As individuals, assess what stage your organisation is at, noting real behaviours and outcome improvements to support your assessment.
4. In discussion, you may be able to reach a consensus about what stage your organisation is at. Equally, there may be some important and useful differences of perspective. Exploring participants’ examples and evidence openly will enhance both the quality of discussion and your eventual assessment.
5. Agree what stage you would like your organisation to get to and the key actions needed to get there. Think about the barriers and assumptions that you need to challenge and about how you can build on your existing strengths. Note the actions, who will be responsible for making them happen and when they should be done by.
6. Agree when to re-assess your organisation.

To access the online self assessment tool please click:

[Child Poverty Self Assessment](#)

## Leadership+Corporate Governance

Organisation Name:

Standard	Leaders have developed a clear vision for Child Poverty and positioned it within corporate/partnership priorities and can demonstrate its impact on these priorities			
Key Features		Score 1-6	Strengths to Build On	Areas to develop
1	There is a high level of awareness and understanding of child poverty and its impact on services for children and young people			
2	Members and top managers regard Child Poverty as a cross cutting issue and have advocated the contribution their agency has to addressing child poverty and motivated others to engage in reducing child poverty			
3	There is a clear vision and objectives for addressing child poverty			
4	Leaders have actively participated within the corporate management arrangements which has resulted in better understanding of child poverty & cross cutting agendas and influencing corporate decision-making			
5	Leaders welcome and can demonstrate how internal scrutiny and external challenge has assisted in continuous improvement of the child poverty agenda			
6	Leaders have created a culture of collaboration, innovation and cross departmental planning and working to address child poverty			

## Policy Development

Standard	The organisation has a clear approach to delivering outcomes relating to child poverty reduction			
Key Features		Score 1-6	Strengths to build on	Areas to develop
1	The organisation has clear policies and strategies for the reduction of Child Poverty			
2	Policies, strategies and business plans have been developed utilising the best available evidence from a range of sources			
3	Under represented or priority groups have been effectively included in the service planning process			
4	Child poverty is reflected within community planning arrangements and there is a clear line of sight between the Community Plan and Corporate priorities, service objectives and individual objectives.			
5	A mechanism to monitor progress on implementing the strategy is in place and there is widespread staff ownership of vision, mission and values			
6	The organisation has regularly engaged with the most underrepresented groups and improved services to them as a result			

## Performance Management

Standard	The organisation has a culture of performance management in addressing child poverty			
Key Features		Score 1-6	Strengths to build on	Areas to develop
1	Child Poverty objectives and targets have been set and fully embedded into the performance management arrangements			
2	Indicators for child poverty objectives and targets are appropriate, broad ranging and sufficient to enable the organisation to assess its progress against its objectives			
3	Adequate and compatible systems are in place across all council services and partner organisations, for generating the information needed to measure performance on shared outcomes and priorities			
4	Internal and external partners have utilised the child poverty performance information to improve services and delivery in order to achieve agreed outcomes			
5	Members have actively helped drive improvements There are clearly defined, effective and complementary roles in the performance management system for the executive, scrutiny and ward councillors			
6	The organisation has dealt with poor performance effectively and recognised and celebrated good performance			

## Partnership Working

Standard	There robust partnership arrangements in place to deliver on Child Poverty			
Key Features		Score 1-6	Strengths to build on	Areas to develop
1	People throughout the organisation fully understand and are aware of how partnerships help reduce child poverty			
2	People working in partnerships are clear and confident about their role and responsibilities to the partnership and the organisation and have been empowered to take decisions on behalf of the organisation			
3	The partnership have a shared vision and understanding of child poverty within the locality and recognise its cross cutting nature			
4	Partners pool resources to maximises benefit through informal co-ordination, jointly-funded projects and posts and through long term mainstream budget pooling at a strategic level			
5	Key Members of the partnership champion child poverty issues and support partners organisations in understanding the relevance of Child Poverty to their priorities and how they can contribute to multi agency delivery			
6	The implications and impact on partnership arrangements of policy and budget decisions have always been taken into account within the annual budget and service planning process			

## Capacity & Resource Management

Standard	Appropriate resources have been consistently matched with Child poverty priorities			
Key Features		Score 1-6	Strengths to Build On	Areas to develop
1	There is a systematic approach to risk management.			
2	Members are fully aware and understand the costs of child poverty and its placing in the priority setting processes of the council and partnerships			
3	The organisation has a good track record of strategically commissioning and procuring goods and service to support the child poverty agenda			
4	The potential leverage and external funding and investment in child poverty initiatives has been recognised and exploited			
5	The organisation can demonstrate the impact of attracting external funding and other resources to achieve its aims and objectives in relation to child poverty			
6	The organisation can demonstrate the involvement of Children and Young People in Budget Planning Processes			

# Child Poverty Assessment Results

