

STRENGTHS

- Important to highlight the context of this work (timeline)
- Celebrate the progress & achievements made over the last 5 years
- Build on existing positives to keep motivated & hopeful
- Tangible change in Ministerial approach
- Commonality in the room – we all care & agree more than we disagree
- Priority of children's issues
- Culture change
- Appreciative enquiry
- Celebrate differences & enable healthy challenge
- Build upon what we already have e.g. review of CYP plan
- Value what's been achieved before
- Keep it simple
- Staying motivated
- Strengths based approach
- Celebrate the successes

WEAKNESSES

- Is the focus too narrow? E.g. on Children's Social Care
- Repetition of work
- Avoid duplication
- Lack of urgency
- Ongoing issues with silo working
- Need to ensure the right membership
- Disconnect
- Poverty & inequalities – are charities plugging the gaps?
- Harder to reach groups
- Ministerial understanding of corporate parenting is not strong
- Feedback loop throughout department (CYPES)
- Government communication
- Boards previously lack transparency – overlapping Terms of Reference; no minutes?
- Children's voice lacking
- Lack of clear outcomes

OPPORTUNITIES

- Simplify & streamline
- Agree single vision / core values – joint agreement on priorities
- Change of leadership – both Ministerial & Government
- Shared ownership / co-production to improve accountability
- Reset & review of data
- Shared data dashboard & formalise data sharing agreements to monitor performance
- Alignment of Jersey Performance Framework to outcomes
- Independent Chair / critical friend
- Consistent language across ALL services
- Public accountability – more aspirational
- Assurance of ‘surgeries’ – constituent issues
- Voice of children and young people – new participation standards will assist
- Strengthen feedback loop
- New legislation & statutory guidance – named Ministers will be required to form plan
- Proactive audit / inspection for consistent challenge
- Delivery will give credibility

THREATS

- Work of the Boards needs to link in to existing structures e.g. Council of Ministers, other organisations, 3rd sector
- Don't start from scratch
- Previous frustration from Board members
- Lack of transparency / safety to question
- Minutes / audit trail - How do we all (but especially Ministers) get independent assurance, assistance, audit at Boards and in between them
- Buy in and attendance
- Needs clarity going forward
- Try not to focus on the negatives
- Ensure we capture the voice of the public – children / families
- Remember size of jurisdiction – don't overly complicate
- Skills shortage
- Ensure psychological safety