

The Team Around the Child and Family

Leadership reflection prompts

- How do we ensure communication between partners is clear, timely and accessible?
- How do families know who is involved, why they are involved and what will happen next?
- How do we make information sharing transparent, lawful and family-centred?
- How do partners use strengths-based language when talking about children and families?
- How well do we prepare for, participate in and follow up multi-agency meetings?
- How do leaders ensure the right staff attend meetings and actions are followed through?
- How are roles, responsibilities and timescales agreed and monitored?
- How do we avoid duplication or confusion for families?
- How do we know whether multi-agency working is improving outcomes and experience?

What you might notice in practice

- Families understand who is involved and why.
- Meetings are accessible, purposeful and focused on the child and family.
- Interpreters, alternative formats or reasonable adjustments are arranged where needed.
- Actions are clear, recorded and followed up.
- Staff and professionals use respectful, strengths-based language.
- Information is shared appropriately and with clear consent.
- Leaders maintain oversight of complex cases and multi-agency work.
- Support feels coordinated rather than fragmented.



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Voices to listen to

Ask children and young people:

- Do you know who supports you and why?
- Are you asked what matters to you?
- Do meetings or plans help things feel better for you?

Ask families:

- Do you understand who is involved and what their role is?
- Do professionals communicate clearly with you and with each other?
- Do meetings feel accessible and useful?
- Are actions followed up?
- Do you feel you have to repeat your story too often?

Ask staff:

- Are we clear about roles and responsibilities in multi-agency work?
- Do we prepare well for meetings?
- Do we follow up actions consistently?
- Do we use family-centred and strengths-based language?
- Are there barriers that make partnership working difficult?

Useful leadership activities

- Review a recent multi-agency meeting to consider preparation, participation and follow-up.
- Use family feedback to understand whether support feels joined-up.
- Map the roles of professionals involved in a complex case and identify any duplication or gaps.
- Review how consent, confidentiality and information sharing are explained to families.
- Discuss with staff what makes multi-agency meetings purposeful and accessible.
- Use governor discussion to explore how leaders maintain oversight of multi-agency work.

Possible next steps

Leaders may want to identify:

- one strength in current multi-agency working;
- one point where communication or follow-up could be clearer;
- one way to make meetings more accessible for families;
- one way to monitor whether joined-up working is making a difference.