



The dilemma facing children's services is stark: to reduce costs while maintaining the quality of care and the safety of vulnerable children and young people. But with social workers juggling high caseloads and the increasing costs and poor availability of children's placements, it is difficult to monitor outcomes and make significant change without jeopardising care. This is a cycle that is hard to break, but we know it's achievable.

Co-production

Collaborative

Coherence

At iMPOWER breaking this cycle, improving outcomes for children and greater efficiency can all be achieved in conjunction. We believe that whole scale budget cuts are not necessary. By reframing our clients' problems through analysis and by working closely with departments we can offer fresh, pragmatic solutions that can have a real impact on the lives of children and young people.

At iMPOWER we don't believe in standard models or solutions. Our role is to work with our clients to extricate the distinct elements of children's services; to free-up social workers to spend more time with children and allow commissioners to source the services really required. We know when these work together it is the outcomes of children and young people that drive the service forward, ensuring that safe, efficient and quality services are delivered.

We focus on getting the three P's right: process, performance and prevention. We know that robust measurement, streamlined systems and early intervention deliver real change to people's lives and we work with our clients to ensure their budgets reflect this.

We also have a fresh approach to working with our clients. Our philosophy is simple: we believe in co-production, in working with our clients to develop the right solutions for their local needs. For us, the drive and the accountability for change stems from our clients, not from consultants, and we enable them to be the leaders of transformation. Our experience shows that to truly understand a problem you have to understand an organisation and that means working on its frontline and in partnership with its people.

We bring our market leading knowledge of personalisation to children's services and are pioneering new models with our clients.

We work from the bottom-up, spending time with and talking to the service experts, social and care workers, on the frontline. Our reviews cut across departments examining the history of high contact families to commissioning processes, strategy and the outcomes and costs of looked after children. Our solutions, co-produced with our clients, are pragmatic and are designed around the structure of the organisation, so change can happen quickly and effectively.

We bring our market leading knowledge of personalisation to children's services and are pioneering new models with our clients. We also believe in the concept of social contract, where families are encouraged to help themselves, and we work with our clients to embed this culture in their departments.

We believe in a different level of support from consultants and are committed to reducing the costs of our advice and guidance while delivering better results. We work at the frontline, not the back office, and are measured by improved performance and genuine operational savings. We know that our approach improves services, increases efficiency and develops the capacity and expertise of our clients.

"The iMPower team came on board with a very focused approach. They had clarity over roles and what they could/couldn't achieve in timescales. Where there were no obvious identified priorities, they didn't make assumptions but sought clarity from the internal team. They brought an understanding of Aiming High and added value by bringing a structure and order to the programme. There was a clear succession planning process in place for the incoming programme manager, and they kept stakeholders informed at all stages of the project." *Warwick Tomsett, London Borough of Lewisham*

"We have been delighted with the quality of iMPower's work in undertaking a systematic and thorough approach to reviewing the practices and processes associated with looked after children across the county. Their informal yet business like manner quickly gained confidence amongst staff, who now, with support from iMPower are implementing the practical findings of this comprehensive review." *David White, chief executive, Norfolk County Council*

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