

High Support	High Challenge
<ul style="list-style-type: none"> • Managers are available to respond to requests for assistance in a timely manner; • Relevant and independent emotional and wellbeing support whenever the needs arise; • Time-specific hand-holding session to support areas of practice improvement; • Provide Good Practice examples; • Access to a mentor/buddy whenever the needs arises; • Timely provision of targeted learning and transfer of learning to practice; • Additional supervision session, both formal and informal, as needs arise. 	<ul style="list-style-type: none"> • Held accountable for meeting consistently Dudley’s practice standards; • Held accountable for evidence of meaningful application of Dudley’s Practice Model; • Held accountable for evidence of demonstration of empathy and respectful challenges in working with families, whilst keeping the child’s wellbeing and safety at the centre; • Held accountable for meaningful application of the Council’s values and Code of Conduct; • Hold Budget-holder to account for effective deployment of limited resources;