

Aim

By December 2025 we have in place a sustainable health visiting service; meeting the varied needs of families in Kent then and for the future and supporting our colleagues to thrive.



Underpinning principles

- The service is universal in reach but personalised in response.
- Each team belongs to its community and works as part of a local system.
- There is a trained and supported workforce available to meet the needs of the population.
- The health visiting profession will be respected and enhanced as a specialist public health role.
- Practitioners have autonomy to make assessments and decisions in partnership with families and other professionals about care.
- Continuity of care should be delivered wherever possible.
- Safeguarding children and families is central to all our work.
- The service works in partnership with families when delivering support and developing the offer.
- Changes to services are developed and implemented in partnership with the health visiting workforce.
- The service has a clear role in reducing health inequalities.

Strategic aim

Delivering a sustainable model of care to meet our population's health and wellbeing needs.

Providing a strengthened early intervention offer across the six high impact areas.

Delivering a strength based approach through the family partnership programme and model.

Ensuring our services are accessible to all our communities.

Working with our partners to provide joined-up care and improve outcomes.

Using technology, data and information to support service delivery and improvement.

Areas of action

- Introduction of Early Years Public Health Assistants
- Realigning levels of support/workforce to provide holistic support for families
- Workforce development, education and staff engagement programme
- Sustainable recruitment, retention, career progression
- Improved service communication channels
- Development of placed based teams, devolved accountability and team led decision making
- Parenting programmes
- Pathway of support for healthy weight, perinatal and infant mental health, speech, language and communication needs and breastfeeding
- Initiatives for children with special educational needs and disability
- Family engagement and co-design
- Consolidate use of training, tools and supervision
- Increase capacity of family partnership leads and evaluate programmes
- Deliver communications plan including social media
- Digital transformation and improved online offer
- Review lost capacity through appointments that are not attended
- Review of estates and opening hours to improve service accessibility
- Review advice line for families
- Work with system partners to deliver family hubs and start for life delivery framework
- Partnership delivery at place based level, including GP led Multi-Disciplinary Teams
- Development of safeguarding memorandum of understanding with Kent Integrated Children's Services
- Streamline record keeping
- Implement e-red book
- Robotic technology for administration
- Review coding, activity and outcome measures to evidence impact of the service
- Recording of ethnic group and BMI
- Undertake a health equity audit
- Development of a safeguarding dashboard

