

# Inspection of services for children in need of help and protection, children looked after and care leavers

## Improvement and Development Action Plan 2016

### [Abstract](#)

A summary of the actions resulting from the Ofsted inspection held May / June 2016

	Behind schedule
	On track
	Completed

**Ofsted SIF Report – recommendations and actions**

Key tasks	How will we know?	Lead(s)	Action to date	Future actions	RAG
<b>Improve the quality of supervision to social workers explicitly to link supervision to accountability, professional development and ensuring that the best possible outcomes for children are being pursued.</b> <i>Para 13 (comments on not restricting to SW); Para 15 (hub); Para 96; Para 97; Para 98</i>					
Review and revise training in supervision for managers through supervision workshops	Training delivered SW attendance	AD – SLAC	Development session held with supervisors	Further sessions arranged In January 2017 with Managers, Deputies and Service Managers	
Audit of supervisions	Audits undertaken	AD – SLAC	Supervision included in	To be built into the regular audit schedule	
Ensure Signs of Safety embedded in supervisions	Evidence in supervision records	SM - Workforce		Future meetings planned to look at how this will work in practice and to evaluate current supervision pro-forma	
Ensure managers have up to date information on cases for supervisions	Evidence of information being used to support greater practice focus	SM Fieldwork and SM Business Support	Template for data / tracking completed	Information to go live	
<b>Ensure that return home interviews are offered to all children who go missing from home or care, and that each episode is analysed to inform the child's safety plan and wider strategic planning in relation to prevention and risk reduction.</b> <i>Para 30; Para 52</i>					
Ensure data quality on missing episodes	Pilot evaluation report	AD- SLAC	Pilot scheme introduced to make repeat missing episodes easier to respond to	Continue to review effectiveness of process	
Revise procedure for ensuring all missing events have a response recorded	Revised systems in place on RAISE	AD – SLAC	Team managers have focused on issue, but gaps in recording remain	Undertake audit of current missing episodes to update procedures	
Review contract with Barnardo's	Contract review complete. New arrangements in place	DPH	Review commenced Data being collected		
Recruit intelligence and analysis role to support trends, patterns and interventions	Role in place	AD – SLAC Police	Discussions with Police VEMT team on options  New post created  Linked to Tees performance framework	Monitoring and intelligence provided to VEMT	

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	On track
	Completed

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Key tasks	How will we know?	Lead(s)	Action to date	Future actions	RAG
<b>Improve the quality and consistency of all children’s and young people’s plans, ensuring that the overall aim is clear, detailing the services or support that will be offered, and that reasonable timescales are set which reflect the child’s needs and development. <i>Para 20; Para 22; Para 41</i></b>					
Review and revise current care plans.  Roll out Signs of Safety approach across all plans	Evidence in plans	DCS SM Workforce	Development session held with Team Managers and Service Managers.  Now required for all new CP planning	Amend all procedures  New CIN and for LAC from April 2017	
Audit of quality of planning to ensure consistent use of smart outcomes	Audit outcomes as part of regular cycle	DCS	Included in case file audit process		
<b>The local authority should satisfy itself that all placements where children and young people are placed with connected persons and private fostering are appropriate, and that all carers are assessed under the relevant regulation. <i>Para 33; Para 37</i></b>					
Review current arrangements	All placements have appropriate status	DCS DLCHR	All existing family and friends placements reviewed independently by Cygnet Law		
Review family and friends policy	New policy updated to include implications of individual reviews	AD SLAC DLCHR	Legal process reviewed	New policy developed and agreed	
Revise documentation to be shared with carers	New forms in place and being used	AD SLAC	New drafts of forms and explanatory text developed	New forms to be in use	
Ensure all staff are clear on legislation and new policy and procedures	All social work staff have received training	SM Workforce		To be programmed when policy in place	
<b>Develop ‘edge of care’ services to respond in a flexible, family-friendly way to offer realistic alternatives to full-time residential or foster care. <i>Para 35; Para 103</i></b>					
Review options for services	Options considered by review group	DCS	Options paper developed	Options to be discussed at Children’s Board – Dec 2016	
Business case and financial model developed	Signed off by Children’s Board	DCS	Outline options and castings in development		

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Edge of care approach in place	New service / approach	DCS		Launch for April 2017	
<b>Ensure that the care planning process for children looked after always considers adoption as a possible permanence option at the four-month review, including consideration of foster to adopt. In addition, ensure that the family-finding process begins as soon as adoption becomes the plan following a statutory review. <i>Para 36; Para 59; Para 63; Para 80</i></b>					
Develop foster to adopt policy	Policy in place	AD – SLAC	Approaches in other LAs have been reviewed		
Ensure consideration of adoption is considered at 4 month review	Records of consideration on cases	AD- SLAC	Procedure being revised Included in LAC reviews		
Early family finding built into process	Records of consideration on cases	AD- SLAC	Procedures being revised to provide earlier intelligence on potential placements		
<b>Ensure that the best quality legal advice is available to social workers and their managers to support effective and timely planning for children and young people. <i>Para 38; Para 71</i></b>					
Develop clearer expectations on Family Court requirements	Better Outcomes in court	DCS	Discussions held with Courts on current feedback and views	Good practice session held re approach to planning with Ofsted and Courts	
Review of legal capacity and process	New approach in place	DLCHR	Legal completed review of their approach.	To discuss with social care and revised protocols	
<b>Ensure that there are sufficient foster carers, residential placements and potential adopters to meet the needs of the children</b>					
Placement sufficiency strategy	Strategy agreed at Cabinet	DCS	Draft strategy discussed at MALAP	Cabinet in early 2017	
Early notification of potential need for placements to Placement Team to support planning and remove need for emergency placements	Reducing need for emergency placements	AD - SLAC	Review with social care teams	New procedure developed and in place	

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<b>Ensure that when children are separated from their birth families, they have the opportunity to understand their past and move positively into the future through the provision of sensitive and timely life-story work. <i>Para 49; Para 65; Para 101</i></b>					
Ensure clear process for all life story work	All work up to date and reviewed frequently	SM - LAC	Implementation now monitored through fortnightly meetings	New policy developed Additional training Virtual School Head to contribute to life story work in future	
Life story book for all adopted children	All work up to date and reviewed frequently	SM - LAC	Implementation now monitored through fortnightly meetings	New policy developed Additional training Virtual School Head to contribute to life story work in future	
<b>Continue to challenge and monitor the attendance of Cleveland police at strategy meetings to ensure compliance with Working Together 2015. In addition, Her Majesty's Chief Inspector will act within the terms of the published information sharing protocol (agreed between all the relevant inspectorates) in sharing these findings with HMI Constabulary for it to decide what course of action is appropriate. <i>Para 16; Para 93</i></b>					
Monitor Police attendance at strategy meetings and challenge through LSCB	Monthly reporting of performance to LSCB and via Children's Hub – improving position	Cleveland Police SLSCB	Initial SBC focus – shared with Police	Reporting to LSCB  To be included in the new Tees Performance Framework	