

Action Plan - August 2011 post OFSTED Inspection of safeguarding and looked after children services				
What	Who	How	Success Measures	Target Date
Safeguarding				
Ensure case records demonstrate that the recording of ethnicity, culture, race and language has been actively considered in the development of children in need and child protection plans	Stuart Ashley	<ul style="list-style-type: none"> Amend key documents, CPP, CIN plan, planning meeting template, LSM template, to include question on whether record demonstrates culture, race, and language has been considered in the development of the child. 	Documents amended. Improved recording as evidenced in quality (see below)	September 11
	Stuart Ashley	<ul style="list-style-type: none"> Focus audit to reflect above changes in six months to ensure improving trend. 	15% improvement in consideration of culture, race and language from June 11 baseline (37%).	February 12
	Service Lead DMs	<ul style="list-style-type: none"> Amend Service and Team plans to ensure that all teams own improvement as evidenced by auditing. 	Service and Team plans amended. Auditing as above.	September 11
	Steve Handforth	<ul style="list-style-type: none"> Ethnicity, culture and race embedded within all Learning and Development training. 	Service and Team plans updated. Auditing as above.	September 11

What	Who	How	Success Measures	Target Date
Ensure that records clearly demonstrate how the views of children and young people are being taken forward in planning and appropriately acted upon.	Stuart Ashley	<ul style="list-style-type: none"> Amend key documents CPP, CIN plan, planning meeting template, LSM template, to ensure key questions on how the views of children and young people are being taken forward in planning and appropriately acted upon are being demonstrated 	Documents amended. Improved recording as evidenced in quality (see below)	September 11
	Stuart Ashley	<ul style="list-style-type: none"> Focus audit to reflect above changes in six months to ensure improving trend. 	15% improvement in consideration of views of children and young people being taken forward in planning and appropriately acted upon from June 11 baseline (76%)	February 12
	Service Lead DMs	<ul style="list-style-type: none"> Amend Service and Team plans to ensure that all teams own improvement as evidenced by auditing. 	Service and Team plans amended. Auditing as above.	September 11
	Steve Handforth	<ul style="list-style-type: none"> The views of children and young people are embedded within all Learning and Development training. 	Service and Team plans updated. Auditing as above.	September 11

What	Who	How	Success Measures	Target Date
Ensure supervision records in children's social care services include all components of effective supervision, including case and worker reflection.	Steve Handforth	<ul style="list-style-type: none"> Update supervision policy and add appendix to illustrate a practical example. 	Issue revised supervision policy.	Oct 11
	Steve Handforth with Workforce Development Team DMs TMs	<ul style="list-style-type: none"> Recording is built into training programme to ensure managers and supervisors are aware of how to record reflective supervision. 	Revised training programme implemented within training calendar	Oct 11
	Steve Handforth	<ul style="list-style-type: none"> Develop a revised audit system to establish the quality and consistency of effective supervision. Back to CFMT end Sept 11. Report in Feb 12. 	Revised audit system in place and ready to use	Feb 12
	Steve Handforth	<ul style="list-style-type: none"> Audit of supervision documents to evidence reflective supervision. 	75% of supervision case files evidence reflective supervision in January 2012, with quarterly rise to 100% by December 2012.	Feb 12

What	Who	How	Success Measures	Target Date
Review arrangements for the provision of specialist equipment for children and young people with disabilities, to ensure there is equitable provision across the county to meet assessed needs.	Kieran Lyons	<ul style="list-style-type: none"> Review current provision to ensure equitable access to specialist equipment 	100% of equipment provided meets assessed needs for children who require specialist equipment.	Sept 11
	Kieran Lyons	<ul style="list-style-type: none"> Ensure timely assessment for access to specialist equipment 	No waiting list for OT assessment.	June 12
	Kieran Lyons	<ul style="list-style-type: none"> Match needs and services Set out business case for medium term financial strategy incorporating demographic growth and increasing health complexities 	OT assessments completed within 45 days of referral	Feb 12
	Kieran Lyons	<ul style="list-style-type: none"> Explore with PCT and Adult Services the possibility of developing joint commissioning budget post Sept 11. 	Joint commissioning budget in place for new financial year 2012/13.	

What	Who	How	Success Measures	Target Date
Audit the effectiveness of the new joint protocol in respect of children and young people who go missing and ensure joint arrangements for de-briefing children and young people on their return are robust.	Sharon North	<ul style="list-style-type: none"> CFMT sign off and relaunch Children Missing Policy 	Missing Children Protocol in place	Sept 11
	Service Leads, DMs, County Service Managers	<ul style="list-style-type: none"> All service plans to be amended to incorporate required actions for missing children 	Service plans amended and being acted upon as evidenced in review of service plans	
	Sharon North	<ul style="list-style-type: none"> Jointly draw up measures of success with the Police for auditing 		Feb 12
	Sharon North	<ul style="list-style-type: none"> Share and compare findings with the Police of above audit 	Reduction in numbers and frequency of missing children by 10% in six month's time from baseline June 11 ICS 594 children missing reports (frequency) and 395 individual children (numbers)	Feb 12
	Sharon North	<ul style="list-style-type: none"> Develop any revisions to protocol and practice as required from audit. 	All children missing on 3 occasions in 90 days have an initial assessment which will incorporate a return to home interview. All children in care returning are offered an interview with an independent person. For children placed outside of the area, a telephone interview will be offered.	Mar 12

What	Who	How	Success Measures	Target Date
Review joint processes for evaluating and prioritising domestic abuse notifications from the Police to test the potential for further service integration within CRT.	Linda Steele	<ul style="list-style-type: none"> Undertake review with Police and Health to explore integrated models of service integration with regard to domestic abuse 	A paper to CSDMT by Feb 12 with a set of proposals.	Feb 12
Review the workloads of independent reviewing officers to ensure they have enough capacity to involve children and young people and their parents/carers in initial and review conference processes.	Dave Watson	<ul style="list-style-type: none"> Review Service and explore alternative delivery models and any alternatives, report to CSDMT Establish an audit of young people and parental involvement in initial and review conferences and confirm a baseline. 	<p>A report to CSDMT with a series of options that will increase capacity.</p> <p>Increase in the participation measure compared to established baseline reported in the annual IRS report.</p>	<p>Feb 12</p> <p>April 13</p>

What	Who	How	Success Measures	Target Date
<p>Ensure that core assessments and care plans are routinely updated in light of any significant changes and that risk assessments are fully documented for looked after children and young people returning to live with their parents.</p>	<p>Lin Ferguson Lisa Humphreys</p> <p>Dave Watson</p> <p>Stuart Ashley Jenny Lovell</p> <p>Lin Ferguson</p>	<ul style="list-style-type: none"> • Reissuing of briefing note relating to updating core assessments. • IRO report to include section on updated care plans and to establish baseline for care plans. • Briefing note to be issued to ensure care plans are reviewed/updated as a minimum, six monthly • Amend placement home regulations. Regulations amended and compliance with actions. 	<p>Already actioned (Aug 11).</p> <p>Improvement of 10% from established baseline.</p> <p>Monitored and measured on monthly basis. 100% compliance achieved as of April 12.</p> <p>Shows 100% new placements have been risk assessed. All children on care orders living at home are risk assessed. Audit and report to CFMT April 12.</p>	<p>April 12</p> <p>April 12</p>

