

# Children First Practice Improvement Plan

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Children & Young People's  
Services Select Committee

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Agenda Item 6



# Overview

1	Commissioner update
2	Ofsted Next Steps
3	Service Improvement Progress May – June
4	Workforce update
5	Improvement Planning
6	Introducing the Practice Improvement Plan

# Commissioner Update

- Appointment of John Coughlan, CEO, Hampshire as Commissioner.
- 3 month review July – September, formal report to DfE.
- Council to work with the Commissioner on the development and implementation of the Improvement Plan.
- Commissioner will meet Scrutiny Chair, Improvement Board and Corporate Parenting Panel.
- Joint diagnostic will also inform level and scope of support by Hampshire as our Partner in Practice.

# Ofsted Next Steps

- Ofsted review of Action Plan in July
- Planning of Monitoring Visits – first one to start Autumn 2019
- Areas of focus for Visits
- Full inspection likely to be 2021

# Service Improvement progress May-June

## Management oversight

- Supervision training for practice managers launched w/c 10.6.19
- Improved process to support oversight of Child and Family Assessments
- Management trackers reviewed and development work in progress
- Developing a learning approach to audit

## Pre-birth

- Pre birth social workers undertaking visits on all pre-birth cases and developing an assessment plan to support timely care planning
- Review process in place for all pre-birth cases to ensure that they all have a birth plan in place by 32 weeks

## Neglect

- Neglect learning audit planned for delivery in July 2019
- Review of the multi agency neglect strategy
- Voice of the child work in progress

## Practice Improvement

- Reviewing guidance for return to home interviews to improve quality of recording
- Foster to adopt action plan agreed
- Review process for children subject to Child Protection plans 15 months + to ensure earlier identification of threshold escalation
- Development of practice expectations relating to Child and Family Assessments /S47s/Children in Need.
- Focus on quality of assessments – led by practice managers at point of allocation and sign off
- Improved capacity and oversight of private fostering work

# Workforce Update

- Recruitment target and Early Impact
- Retention offer
- Staff engagement and involvement in improvement
- Leadership and Management

# Improvement Planning

## Three Layered Approach

### Children First Strategy

- Our collective vision and priorities for multi-agency children's services including Early Help
- Covers breadth of areas within the inspection and more

### Practice Improvement Plan

- Core focus on recommendations in Inspection
- Supported by key action plans, e.g. neglect, children looked after, domestic abuse etc.

### Performance Framework

- Programme Plan and monitoring

# Practice Improvement Plan

- Structured on the 12 Ofsted improvement categories
- Governing principle: 'What Good looks like'
  - Actions
  - Outcomes
  - Evidence



# Examples from the Plan

- Examples (paragraph 3.7 in the report)
  - Infrastructure & service delivery model
  - Staff Recruitment & Retention
  - Corporate Parenting
- CYPSSC to consider the detailed Plan in July
- Ongoing scrutiny role for this Committee/BPG

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