

# Children First Programme Update Report

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CYPSSC - 23 October 2019



# Progress Headlines

- **Practice Improvement Plan:** Ofsted confirms Plan addresses the 12 areas identified for improvement
- **Work of Children's Commissioner, May-Oct 2019**
  - Commissioner's report expected around end October
  - Will recommend best options for future service delivery
  - We can welcome solutions giving the best outcomes for our Children

# New Leadership Team now in place

- **Sally Allen** - Deputy Director & Head of Children's Social Care
- **Jackie Wood** - Assistant Director, Corporate Parenting
- **Ann Marie Dodds** - Assistant Director, Early Help
- **Allison Parkinson** - Assistant Director, Safeguarding, Quality and Practice
- **Susan Tanner** - Strategic Children's Commissioning
- **Garath Symonds, Lisa Reid, Louise Warren** - Senior Improvement Leads

# Workforce update

- 'Stability achieved, but needs consolidation'
- Vacancy Gap down to 1.8%
- Agency staff stable at 15% (but will reduce)
- Recruitment & Retention uptake at 91%
- Other workforce indicators stable
- New recruitment campaign pending
- Academy approach – successfully 'growing our own'
- Benchmarking data in development

# Children's Care - Caseloads

- Managing caseloads down, in line with best practice
- 4 out of 8 teams are currently meeting targets (general default target 18 cases)

Case type	Experienced SW	Newly Qualified SW
Standard	18	15
Complex/ Intense	10	n/a

# Indicative Work Programme

Month	Practice Improvement Plan objective
<b>September 2019</b>	<b>Life Story Work</b>
October 2019	Privately Fostered and Homeless Young People
November 2019	Corporate Parenting
December 2019	Technology / Processes to improve recording
January 2020	Permanency Planning
February 2020	Recruitment and Retention Supervision and performance management
March 2020	Neglect
April 2020	Care Plans
May 2020	Quality Assurance arrangements
June 2020	Partner engagement / Children First Strategy

# Life Story Work

- Critical for Looked after Children to understand their past, present and future
- Ofsted identified as a major issue → part of Practice Improvement Plan
- Improve Quality and Timeliness
- Make staff more skilled
- Embed in process and make manifest in record-keeping
- Evidence improvements through monitoring

# Children First Programme

Improvement projects to deliver comprehensive organisational change:

- Service Design
- Workforce and Leadership Development
- Standards and Practice
- Better use of Technology



# Children First Strategy

- Embraces all public, community & voluntary sector services to children: we must work together
- Strategic intent; culture & behaviours
- Whole-service strategy, including Early Help
- Stakeholder consultation in progress
- This Committee to scrutinize proposals prior to adoption (04 December)

# Assurance and Risk

All activity ultimately directed to safety and welfare of children. This is a complex mix of:

- Skilled workforce with appropriate workloads
- Practice standards and attention to quality working
- The right processes & procedures
- The right governance, performance management & scrutiny – with prompt intervention as needed
- Multi-agency understanding and co-operation
- The right use of information & technology

# Next Steps

- **Commissioner's Report:** receive and reflect; preparing to respond to recommendations, and work with DfE and new Commissioner on improvement plans
- **Corporate response:** Cabinet meeting in public to review the Commissioner's report
- **Staff Engagement Events (w/c 28 Oct & 04 Nov)**
  - Burgess Hill, Horsham, Bognor, Worthing, Chichester
- **Ofsted Monitoring Visits:** commence first week in December

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