

# Mock Ofsted Inspection Action Plan for Corporate Parenting

## February 2014

Objective	Action	By whom	By when	Evidence required	Comments	Achieved
CP/CiN Plans to be outcome focussed and SMART	New format to be devised	Neale Laurie/James Waud	Feb 2014	New plans on ICS and being used consistently	New plan is agreed but it will take 3 months for Liquid Logic to get it on the system.	
Chronologies should be present and up to date on every open case Team Managers to audit every open case	Every open case to be audited	Team Managers	Feb 2014	QA checks reveal no cases with out of date chronologies		
QA to audit cases at random, look at quality and make recommendations	Neale Laurie/James Waud					
Adolescent Service restructure	To design and implement different model for the service	James Waud	March 2014	New model agreed and in place by the time MASH starts		
EOH/Social Care Step-up/Step-down process to be fully understood by all staff/agencies	Action plan compiled and actions completed to address this issue	Chris Wade	Feb 2014	Staff understanding checked and recorded in supervision		
Supervision/reflective practice evidenced on case files	Implement method by which reflective practice can be demonstrated in childs case	Paul Coke/Rubina Mazher	March 2014	QA audit	Recording of reflective supervision is now in place	YES
Risk Assessments completed on all case files and signed off by managers	No assessments should be signed of with incomplete risk assessment	Team Managers	Immediate	QA audit		
Demonstrate that our actions have made a positive difference in the lives of children and families.	Recording and reviews of CIN/CP plans should make specific reference to the difference	Social Workers/ Team managers	Immediate	Team Managers to check in supervision		

	we have made from the child's perspective.					
9Confirm that the data differentiates Initial Health Assessments from Review Health Assessments and that all health assessments are up to date.	Check all open cases to ensure compliance.  Ensure Social Workers are entering data correctly	Team managers  Team managers	March 2014  March 2014	Sample audit confirms checks are accurate and up to date.		
Head of the Virtual School is steering the educational achievements of Looked After Children driving the completion of PEPs by schools and other relevant establishments	Continuously monitor achievements and PEP completion and take remedial action where necessary	Head of Virtual School  Team managers  Service managers	Immediate and ongoing	Educational achievements improve.  All PEPS are completed		
Continue with the culture of positive regard for the difference social workers are making to children and families.	Continue with blog from HoS.  Regularly asking social workers to articulate the difference they are making	HoS  Team managers IRO's	Immediate  Immediate	Dip samples show this is now a feature of case recording and supervision		
Develop a stronger on-going and more robust 'self-challenging' focus	Ask the question "What difference does this make"? at all meetings and supervision.	ALL	Immediate	Minutes and recordings show that Social care and partner agencies are focused on outcomes		
Provide better evidence of an on-going comprehensive analysis of demand based on accurate data, activity, strengths and challenges coupled with the strategic and operational actions which impact.	Regular meetings with data team	Data team Service Managers Strategic Leads HoS	Ongoing	Reports/plans regarding service development/changes contain variable supporting data		
Strategic action should be taken to better manage	Robust challenges to partnership use of resources	CYPP  LSCB	Ongoing	Partners are seen to take positive action before referring to Social		

<p>demand on social care services including engagement with schools, Health and other partner services to ensure that they are using their resources effectively thereby diminishing the compensatory actions being taken by the council.</p>		<p>Staysafe</p> <p>Health and Wellbeing Board</p>		<p>Care especially at stages of early help.</p>		
<p>Continue work in progress to re-commission CAMHS.</p>	<p>Address the concerns about CAMHS capacity (Tier 1 and 2) including understanding whether there is a need for a focus on young people who self-harm. Also produce evidence for Ofsted of the re-commissioning work and consider an earlier deadline than 2015</p>	<p>Health Commissioning team</p>	<p>Immediate</p>	<p>Tangible increase in access for children and young people to access CAMHS services.</p> <p>Reduction in waiting times</p>		
<p>Take action to drive further understanding and communication about the corporate parenting role and responsibilities across the council, the partnership and front-line staff, building and evidence trail of the actions taken and effectiveness</p>	<p>More communiqués and training for all relevant council staff, including members, especially in Social Care, housing and education.</p>	<p>Workforce development.</p> <p>SMT</p> <p>DMT</p>	<p>Ongoing</p>	<p>All can display a working knowledge of the strengths, responsibilities, aspirations and challenges of being a corporate parent.</p>		

Improve performance in respect of permanency.	Scrutinise the extent to which permanence is being achieved for children and take action to achieve robust formal permanence arrangements for the range of children looked after.  Look at those authorities who are unusually high achievers in this area.	Fostering and Adoption Service	Ongoing	Performance improves with greater numbers being placed within timescales/ guidelines		
Take action to better evidence Supervision that is robustly addressing the improvements needed to practice on the electronic records supervision files. Supervision records should show analysis and challenge.	Regular audit of supervision files	QA team  All managers	Immediate	Audits show clear adherence to supervision guidance	New supervision guidance and format recently put in in place	
Consider developing observation of supervision to help the drive to cause an 'uplift' in the focus and quality of supervision	SMT to consider if resources/time will allow	<b>SMT</b>	<b>June 2014</b>			
Consider adapting the case audit model to include auditing alongside	Analysis of whether resources/time will allow this to happen.	Audit team	May 2014	Analysis completed and findings reported to SMT		

social workers						
Shift the audit focus to evaluating impact and the extent to which practice is effective in causing change (causing a positive difference to be made)	QA team to bring audit tools into line with Munroe imperatives	Audit team SMT	June 2014	New audit tool in place and in use.		
Consider peer audit activity – primarily because it will assist with an understanding of the quality assurance role of managers across the service	SMT to consider resource and time implications	SMT	June 2014			
Ensure the accuracy of the information that drives awareness about activity levels and the remedial actions required.	Take action to 'clean' the data produced being careful to remove duplicate entries	Data staff and operational managers	Ongoing	Identified duplication no longer exists.	We already know the mechanisms why this happens and are in the process of taking remedial action	
Make better use of feedback from children, young people and parents about safeguarding services to inform actions taken by the LSCB	Use feedback forms especially after children come of CP plans so they can identify what and who has helped them most.	CP Chairs	March 2014	Forms being routinely completed	Plans to this were in place last year and simply need implementing	
Consider using 'observation' as one of the Quality Assurance	QA team to routinely observe CP conferences.	QA team  Team	March 2014	Reports to SMT		

<p>methods to understand what is happening in case conferences, core group meetings and front-line services.</p>	<p>Team managers to observe core group meetings.</p> <p>Senior practitioners to accompany social workers on home visits from time to time unannounced.</p>	<p>managers</p> <p>Senior Practitioners.</p>		<p>Case recordings</p>		
--	--	--	--	------------------------	--	--