

Priority	Indicator	Polarity	2016/17	SN Average	Jul	Aug	Sep	Oct	Nov	Dec	Notes	YTD	DOT
P3	% Assessments in 45 days				94.6	92.9	88.8	94.5	89.8	98.1		0	
P3	Plans graded good at audit %				50.0%	13.8%					Data for audits being collated	0	
P3	CP visits completed in timescale %										data on LCS being cleansed	0	

Priority 3	Outcome	Action	Success measure(s)	Lead	Responsible Officer	Time	RAG Initial	RAG 01/18	RAG 03/18	RAG 05/18	Progress update
Improving the quality and timeliness of assessment and care planning and decision making for children in need and in need of protection	Ofsted recco 3 Risk is identified responded to and reduced. Assessments and plans are timely and analytical with clear identification of needs and risks and a focus on measurable goals and outcomes for children and young people, including planning for permanency where this is appropriate. Assessment identifies risks for each child and steps to reduce risk are included in a plan that is SMART. Children are seen and spoken to so that their concerns and day to day experience inform the assessment and plan. Visits are timely to support pace and purpose of the work.	OFSTED recco 2 The multi agency partnership with MASH develop and promote a shared understanding of threshold among partners. MASH ensure a timely proportionate response to contacts and referrals.	The MASH drives a shared understanding of threshold through partner agencies. The MASH have systems and practices in place to ensure a timely proportionate response to contacts and referrals ensuring risk is recognised and responded in a timely way. Performance reporting and audit evidence timely proportionate responses that reduce risks for children.	Joe Tynan	Shadiat Ogu	Apr-18	3	4	0	0	Threshold well understood and responses are proportionate to risk, timescales monitored to avoid delay in decision making. Urgent referrals receive a timely response. Less urgent referrals are also concluded in a timely way. Current performance 85% referrals resolved in 24 hours target 95%
		Thresholds are appropriate and S47 strategy meetings meet statutory requirements and are completed in a timely way. Partner agencies particularly schools who know the child and family participate in risk assessment.	Strategy meetings records capture description of all household members and known visitors. The risks to each child. Describes the steps to be taken immediately to investigate concerns and reduce risk. Describe safety plan pending ICPC. Target 80% cases	Joe Tynan		Apr-18	2	2	0	0	Insufficient evidence of consistency. Being tracked through sample audit.
		Children are seen within 5 days of allocation for assessment to ensure the child is safe and their views and experience day to day inform assessment	Audit shows children seen in a timely way and their views inform assessment Target 90% child seen in 5 working days	Joe Tynan	Neale Laurie	Apr-18	2	4	0	0	Current performance shows 83% children are seen within 5 working days
		Ofsted Recco 3 Assessment is proportionate and timely takes into account history and the day to day experience of children	OFSTED recco 3 85% of child and family assessments (CLA and Pathway Plan assessments are completed within agreed timescales. All assessments include evidence of the child being seen and spoken to or presented if under 5yrs. The child's concerns inform the assessment. All assessments are informed by family history evidenced by a chronology. All assessments include a completed plan unless NFA outcome. Target 70% audits good or better	Strategic Leaders and all Service Managers	Neale Laurie	Oct-16	2	2	0	0	Currently 93.8% of assessments are completed in timescale (Good performance). Audit shows 10% judged inadequate. 30% good. Training plan via workshops from February to support improvement to 70% good
		A range of risk assessment tools are routinely used to inform safety plans in particular CAADADASH graded care tool and CSE risk assessment	Audit shows appropriate risk assessment tools used to inform assessment Target in 70% of cases	Joe Tynan	Neale Laurie	Apr-17	2	2	0	0	Safeguarding team manager auditing conference records and plans to promote good practice. Workshop with chairs to improve plans and promote use of risk assessment tools
		Ofsted recco 3 Plans are purposeful and SMART and drive the pace of the work to achieve change	OFSTED recco 3 Plans are specific, purposeful and timescaled - SMART Plans describe outcomes or goals for the child, actions to deliver goals and timescales. CIN/CP/CLA and pathway plans meet 70% good or better at audit	Strategic Leads and all Service Managers	Neale Laurie	Apr-18	2	2	0	0	Current practice still not consistently good. Practice workshops will support practice improvement to start Feb 18
		Strengthen timely decision making to ensure permanency is achieved for children so they know where they will live as soon as possible. Ensure children subject to PLO or in care proceedings do not drift. Ensure that robust plans are in place and that cases are progressing at a pace that matches children's needs.	All workers must be competent in engaging with children particularly children with communication difficulties including Children with disability team	Strategic Leads and all Service Managers	Wendy Brown	Apr-18	2	3	0	0	Children are consistently seen but further work needed through practice sessions to promote consistent quality of engagement.
		Direct work with all children informs assessment and plans	Visits to children on a CIN or CP plan must be completed in timescale Target 90%	Joe Tynan	Neale Laurie	Apr-17	2	2	0	0	Compliance and recording need to improve significantly; investment made in cleansing data, reports available for next update. CIN visit data not currently available.
		Visits to children must be timely to ensure children are safe	All cases have effective management oversight to ensure timely actions. Tracking process shows children do not remain subject to PLO for more than 26 weeks. Target 90%. To be evidenced through compliance reporting.	Joe Tynan	Neale Laurie	Mar-17	2	4	0	0	PLO Tracker in place to ensure review of PLO cases to avoid drift. Reviewed monthly
		Ensure recording standards are understood and consistently met so that the progress of work and the rationale for decisions is clear	Recording meets required standards and should be updated within 24 hours where recording of risk needed and within 2 weeks in all other cases. Monitor via audit target 80%. Decisions are clearly recorded and the rationale for decisions are clear. Monitor via audit Target 80%	Strategic Leads and Service Managers	Neale Laurie	Mar-17	2	2	0	0	Audit shows practice inconsistent. Review of recording system to be completed by March to support better recording.
	Risk is identified responded to and reduced. Assessments and plans are timely and analytical with clear identification of needs and risks and a focus on measurable goals and outcomes for children and young people, including planning for permanency where this is appropriate. Assessment identifies risks for each child and steps to reduce risk are included in a plan that is SMART. Children are seen and spoken to so that their concerns and day to day experience inform the assessment and plan. Visits are timely to support pace and purpose of the work.	Assessments of children with disabilities lead to the timely provision of protection; support and services. Assessments inform EHC Plans that are SMART Target 80%	Clare Moore		Jun-17	2	3	0	0	Timeliness of assessment is above target. Workers within the disabilities team have been trained on developing pathway plans for children open to the service. Quality of plans need further improvement	
	Ensure the quality of assessments for children with disabilities, including the assessments of young people that are due to transition to adult services. Risk is recognised understood responded to and reduced.	Assessments of older children identify support needed at transition to adult services that will maximise independence. Target 80%	Strategic Leads and Service Managers		Jun-17	2	3	0	0	Quality of practice standards introduced and threshold document in place	
	Children with a disability who are looked after have a pathway plan to support them in developing independence. Target 95%	Children with a disability have support to access education training and employment that will assist them in achieving independence.	Clare Moore		Jul-17	2	3	0	0	Joined up approach to resources panels put in place for children with acute or continuing health care needs or disabilities	
	Children with a disability have support to access education training and employment that will assist them in achieving independence.	Target 70% case audits are "good" or better at audit. To be evidenced through casework audits.	Strategic Leads and Service Managers	Neale Laurie	Jun-17	2	2	0	0	All young people needing a transition plan should have one agreed with adults services by 17years. Audits still show inconsistent practice to be addressed through practice workshops starting Feb 18	
	Monitor formal case escalation procedure for the child protection conference service and the independent reviewing service.	A formal case escalation procedure is in place and effective at progressing cases towards improved outcomes where there is professional disagreement or concern about progress of actions. To be evidenced through compliance reporting and casework audits.	Joe Tynan	Neale Laurie	Dec-16	2	2	0	0	A formal case escalation procedure is now in place. Activity and performance is being routinely reviewed. Escalation needs to be more consistent and analysis of issues need to inform improvement. Escalations on quality of practice need to increase Mar 17. CP surgery and IRO issues surgery occur 6 weekly to review issues and resolution of issues raised with Social work managers QA framework developed.	
	Child Protection Conferences provide robust challenge and decision making to drive plans to deliver reduced risk to children in a timescale suitable to the needs of the children.	The use of categories for CPPs is monitored to ensure risk is recognised and response is proportionate. ICPCs are proportionate show challenge and robust evidenced decision making. Result in SMART purposeful plans that describe outcomes for children, the actions to be delivered; timescale for action and a contingency plan where needed and the consequence of no change is also clear. Monitor by audit.	Joe Tynan	Neale Laurie	Jun-17	2	2	0	0	Safeguarding Team manager auditing conference records and plans to promote good practice. Workshop with chairs to improve plans. Categories used reflect similar pattern to similar Las	
	Conferences address risk in a proportionate way so families are not subject to child protection processes inappropriately	Ofsted Recco 5 Children and parents should be supported to participate in Conferences and their CLA reviews. Advocacy should be offered where this can support participation particularly for vulnerable participants. Reports must be shared with families prior to meetings so that they can see reported progress.	Joe Tynan	Neale Laurie		2	2	0	0	Participation of parents and children remains below target. Lead IRO identified to plan action to increase participation in reviews and conferences.	
	Independent visitors should be made available for children looked after who do not have family contact.	Participation rates for children in conferences and reviews increases. Monitor through monthly reporting Target 10% Children who need independent visitors have an offer. Independent visitors should be made available for children looked after who do not have family contact.	Neale Laurie			2	2	0	0	Participation of children in conferences remains below target As above. IROs reminded to seek allocation of independent visitor offer. Take up low.	
	Records of conferences and reviews are shared with participants including children and families in a timely way	Minutes of Conferences, record of decisions must be circulated within 24 hours. Conference record within 20 working days. Records of CLA reviews must be circulated within 20 working days. Monitor through monthly reporting Target 90%	Neale Laurie			1	1	0	0	Actions sent out in 24 hours but minutes timescale not consistently met. New tracking system being developed to support improved performance.	
	A permanence plan should be recorded by the second CLA review. Target 100% records show proposed permanence plan.	Audit of 2nd review records show Target 100% records show proposed permanence plan.	Neale Laurie			2	2	0	0	Audit shows practice inconsistent	