

Child Protection Ofsted Action Plan @ May 2013

NB: This is the high level action plan with detailed plans sitting beneath some actions that will be overseen by the relevant Heads of Service. Updates on outcomes and progress will be monitored and reported on periodically.

	<i>Ofsted Recommendation</i>	<i>Actions Proposed</i>	<i>Lead Officer</i>
1	Reading Safeguarding Children Board (RSCB) in conjunction with Thames Valley Police to improve the current police arrangements for screening and assuring the quality of all domestic abuse referrals to children's social care	1) LSCB action plan to be developed to address this action	Independent Chair
		2) CSC to re-present the expected thresholds for DV notifications to the LSCB	HoCSC
		3) MASH to continue to return notifications deemed to be below standard or agreed threshold to TVP	HoCSC
		4) TVP action -awaiting confirmation	tbc
2	RSCB to review the application of the threshold criteria in practice within agencies to ensure agreed levels are understood and being consistently applied	5) LSCB action plan to be developed to address this action	Independent Chair
		6) CSC Advice Line continues to be available for advice and support	HoCSC
		7) CSC to ensure the referral documents and tools are easily available on the Council website	HoCSC
		8) CSC to offer a designated schools forum to develop further the understanding of thresholds in the schools community	HoCSC
		9) HNCS to work with agencies and services to ensure threshold re understood, particularly in relation to tier 2 ensuring thresholds for T2 is known	HoHNCS
		10) CAF- increase numbers completed that have lead professional within other agencies	HoHNCS
		11) Strengthen application of Child Protection Plans	HoCSC & HoAC
		12) Early Help Strategy to be agreed and implemented to ensure better co-ordination of early help services and simpler pathways into, through and out of early help services	HoHNCS
3	The council and RSCB to establish effective arrangements to enable children and young people to participate in meaningful ways in protection planning processes	13) LSCB action plan to be developed to address this action across all participating agencies	Independent Chair
		14) Safeguarding & Quality Assurance Service to lead work with the LSCB to ensure children's participation	HoAC
		15) Ensure that NYAS services are publicised by social workers	HoCSC
4	The council to ensure that supervision records are reflective and support	16) Revise social work policy & recording format to include the signs of safety approach - to enable a record of reflection and analysis and case	HoCSC

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	effective case analysis and planning in order to fully demonstrate progress and service impact in improving outcomes	summary in supervision	
		17) Revise social workers appraisal process and format to take account of SW Capabilities Framework	HoCSC
		18) Commission training for social workers supervisees and refresh training for social work supervisors	HoCSC
		19) Introduce in the quality framework that's being developed a process for checking reflective supervision is being delivered and recorded and meeting expected standards	HoCSC
		20) Introduce a quality framework that includes supervision for case work within early help services	HoHNCS
5	The council, partners and RSCB to routinely consider ethnicity and diversity issues in all strategic and developmental planning and ensure data derived from individual cases are being collated for this purpose	21) LSCB action plan to be developed to address this action across all participating agencies	Independent Chair
		22) Update the Children's SC Workforce Strategy	HoCSC
		23) Ensure ethnicity and diversity issues are covered in the quality assurance frameworks	HoCSC & Ho HNCS
		24) Directorate Children's wide data used to inform strategic planning & commissioning across services for children and families	HoECS
6	The council to strengthen the role of child protection officers to scrutinise the quality of assessments and plans presented to case conferences and to routinely report on service impact and outcomes	25) S&QA ongoing re-focus and development of Chairs expertise and culture to apply the quality assurance framework	HoAC
		26) Quarterly S&QA service impact reports to be produced which are focused on outcomes and impact & are effectively used to challenge & improve practice	HoAC
		27) S&QA to feedback via the LSCB re partner agencies quality of input and impact to conference and CP processes.	HoAC & Independent Chair
7	The council to review member's awareness of child protection to ensure that they receive regular and appropriate levels of training	28) Training needs analysis of members knowledge and understanding of child protection which will inform a Members training plan.	Committee Services
		29) Training plan (& refresh programme) to be provided to elected members that addresses as a minimum: <ul style="list-style-type: none"> - core safeguarding awareness - child protection processes - understanding of thresholds & front door of the service 	Committee Services
8	The council, in conjunction with	30) Early Help Strategy includes plan for improving children and young peoples voice.	HoHNCS

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	partners, to implement systems to capture the lived experiences of children and young people as integral parts of early help and protection assessments, analyses, plans, reflective staff supervision and case auditing	31) Continue to implement the Signs of Safety Framework across CSC, early help and the wider children's workforce	HoCSC & HoHNCS
		32) Ensure that the QA Framework includes explicit expectations about how the lived experience of the child will be captured	HoCSC
		33) Agreement to be sought from partners and commissioned services on how they will capture the lived experience of children in their work with vulnerable children & ensure that this approach is underpinned in their training programmes	HoCSC HoHNCS & HoECS
9	The council, in conjunction with partners, to define practice standards for assessments, case analysis and planning and supervision to enable line managers to establish greater levels of scrutiny and performance oversight	34) Develop a set of practice standards, implement and embed	HoCSC
		35) Ensure the QA Framework monitors the effectiveness of the practice standards	HoCSC
		36) Ensure first line managers are explicitly upholding the standards and are monitoring compliance.	HoCSC
		37) In early Help services implement a leadership programme and QA Framework to ensure managers at all levels are equipped to manage and monitor good quality practice	HoHNCS
	The council to establish overarching policies and operational frameworks to promote more effective permanency planning for children under 12 years and the coordination of relevant services for older children and young people.	38) Early Help Strategy to be agreed and implemented	HoHNCS
		39) Children's Trust / Health & Wellbeing Board to ensure good arrangements for co-ordination & planning of services across the children's workforce	HoECS
		40) Edge of Care Strategy to be adapted to align with a permanency strategy	HoCSC
		41) IRO's & CP Chairs to be upholding the policies and requirements of the IRO standards and permanency strategy	HoAC
		42) Permanence policy to be adapted to form a Permanency Strategy for young children and adolescents	HoHNS & HoCSC
		43) Family Justice Review to be implemented.	HoCSC & Head of Legal

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Abbreviations	In Full
ATM	Assistant Team Manager
CAT	Children's Action Team
CMT	Corporate Management Team
CSC	Children's Social Care
DMT	Directorate Management Team
IRO	Independent Reviewing Officer
MASH	Multi-agency safeguarding Hub
MST	Multi-systemic Therapy
QA	Quality Assurance
TM	Team Manager
LSCB	Local Safeguarding Children Board
CSC	Children' Social Care
HoCSC	Head of Children's Social Care & YOS
HoAC	Head of Adult Services
HoHNCS	Head of Housing, neighbourhoods and Children's Services
HoECS	Head of Education and Commissioning Services
TVP	Thames Valley Police