

## READING BOROUGH COUNCIL

### REPORT BY DIRECTOR OF EDUCATION, ADULT AND CHILDREN'S SERVICES

TO:	ADULT, CHILDRENS SERVICES AND EDUCATION COMMITTEE		
DATE:	7 NOVEMBER 2013	AGENDA ITEM:	12
TITLE:	PROTECTION OF CHILDREN INSPECTION ACTION PLAN		
LEAD COUNCILLOR:	COUNCILLOR GAVIN	PORTFOLIO	CHILDREN & FAMILIES
SERVICE:	CHILDRENS SERVICE	WARDS:	BOROUGHWIDE
LEAD OFFICER:	KAREN REEVE	TEL:	0118 9374163
JOB TITLE:	HEAD OF CHILDRENS SOCIAL CARE & YOS	E-MAIL:	<a href="mailto:karen.reeve@reading.gov.uk">karen.reeve@reading.gov.uk</a>

#### 1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1 This is an update report following on from the report that went to the ACE Committee in July 2013 after the Ofsted (the Office for Standards in Education, Children's Services and Skills) Child Protection Inspection held in March 2013 and highlights the progress being made in the action plan developed at the time.
- 1.2 Appended to this report is the action Plan itself with the RAG rating as at the end of August 2013.

#### 2. RECOMMENDED ACTION

- 2.1 That the Committee scrutinises and notes the progress made in implementing the Ofsted Action Plan.

#### 3. POLICY CONTEXT

- 3.1 Ofsted (the Office for Standards in Education, Children's Services and Skills) has a duty to inspect Children's Services, focussing on evaluating outcomes for children and young people. A new child protection framework was introduced in 2012 shortly after Reading's last inspection under the Safeguarding and Looked After Children (S&LAC) Framework. This new Framework was specifically designed to inspect local authority arrangements pending an Ofsted and government commitment to develop a new multi-agency inspection framework.
- 3.2 On 11 March 2013 the service was inspected under the new Framework and received an 'adequate' rating with comment about the positive direction of

travel. This in a climate of many local authorities being found to be inadequate in this new framework.

#### **4. THE ACTION PLAN**

- 4.1 The last ACE Committee received the inspection report and the first copy of the resultant action plan. The Committee asked for an update at its next meeting and this is now attached.
- 4.2 All actions have been completed or are well underway and are on track to be completed in the timescale set with one exception. The action required of the Local Safeguarding Children's Board (LSCB) in relation to Thames Valley Police improving the current Police arrangements for screening and assuring the quality of all domestic abuse referrals to children's social care has (at the time of writing) not been provided to the LSCB. This matter is being challenged by the Chair and some verbal updates have recently indicated some progress may be made in the near future.
- 4.3 It is proposed therefore that the Committee receives the update on the action plan and scrutinises it.

#### **5. CONTRIBUTION TO STRATEGIC AIMS**

- 5.1 The continued work to improve services for children in need of early help and protection will promote the Council's strategic aims to promote equality, social inclusion and a safe and healthy environment for all.

#### **6. COMMUNITY ENGAGEMENT AND INFORMATION**

- 6.1 The Ofsted Inspection involves consultation and involvement in the inspection with parents, children and young people receiving services and their views and comments are incorporated in the report. A young people's version of the inspection report is also provided and is made available to local young people.

#### **7. EQUALITY IMPACT ASSESSMENT**

- 7.1 An Equality Impact Assessment (EIA) is not relevant to this particular decision.

#### **8. LEGAL IMPLICATIONS**

- 8.1 None of note for this report.

#### **9. FINANCIAL IMPLICATIONS**

9.1 No new financial implications for this report.

## 10. BACKGROUND PAPERS

10.1 Ofsted Inspection Framework for the Inspection of local authority arrangements for the protection of children.

## *Child Protection Ofsted Action Plan @ 9<sup>th</sup> August 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>	<i>RAG Rating</i> <i>Red- not on track</i> <i>Amber- on track for completion</i> <i>Green- completed</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	<i>Amber</i>
		2) CSC to re-present the expected thresholds for DV notifications to the LSCB	HoCSC	<i>Green</i>
		3) MASH to continue to return notifications deemed to be below standard or agreed threshold to TVP	HoCSC	<i>Green &amp; ongoing</i>
		4) TVP action -awaiting confirmation	tbc	<i>Red</i>
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	<i>Amber</i>
		6) CSC Advice Line continues to be available for advice and support	HoCSC	<i>Green</i>
		7) CSC to ensure the referral documents and tools are easily available on the Council website	HoCSC	<i>Green</i>
		8) CSC to offer a designated schools forum to develop further the understanding of thresholds in the schools community	HoCSC	<i>Green</i>
		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	<i>Amber</i>
		10) CAF- increase numbers completed that have lead professional within other agencies	HoHNCS	<i>Amber</i>
		11) Strengthen application of Child Protection Plans	HoCSC & HoAC	<i>Amber</i>
		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	<i>Green</i>
3	The Council and RSCB to establish effective arrangements to enable children and young people to	13) LSCB action plan to be developed to address this action across all participating agencies	Independent Chair	<i>Amber</i>
		14) Safeguarding & Quality Assurance Service to lead work with the LSCB to ensure children's participation	HoAC	<i>Amber</i>

## *Child Protection Ofsted Action Plan @ 9<sup>th</sup> August 2013*

	<i>Ofsted Recommendation</i>	<i>Actions Proposed</i>	<i>Lead Officer</i>	<i>RAG Rating</i> <i>Red- not on track</i> <i>Amber- on track for completion</i> <i>Green- completed</i>
	participate in meaningful ways in protection planning processes	15) Ensure that NYAS services are publicised by social workers	HoCSC	<i>Amber</i>
4	The Council to ensure that supervision records are reflective and support effective case analysis and planning in order to fully demonstrate progress and service impact in improving outcomes	16) Revise social work policy & recording format to include the signs of safety approach - to enable a record of reflection and analysis and case summary in supervision	HoCSC	<i>Amber</i>
		17) Revise social workers appraisal process and format to take account of SW Capabilities Framework	HoCSC	<i>Amber</i>
		18) Commission training for social workers supervisees and refresh training for social work supervisors	HoCSC	<i>Green</i>
		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	<i>Green</i>
		20) Introduce a quality framework that includes supervision for case work within early help services	HoHNCS	<i>Amber</i>
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	<i>Amber</i>
		22) Update the Children's SC Workforce Strategy	HoCSC	<i>Amber</i>
		23) Ensure ethnicity and diversity issues are covered in the quality assurance frameworks	HoCSC & Ho HNCS	<i>Green</i>
		24) Directorate Children's wide data used to inform strategic planning & commissioning across services for children and families	HoECS	<i>Amber</i>
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	<i>Amber</i>
		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	<i>Green</i>
		27) S&QA to feedback via the LSCB re partner agencies quality of input and impact to conference and CP processes.	HoAC & Independent Chair	<i>Amber</i>
7	The Council to review member's awareness of child protection to ensure	28) Training needs analysis of members knowledge and understanding of child protection which will inform a	Committee Services	<i>Amber</i>

## *Child Protection Ofsted Action Plan @ 9<sup>th</sup> August 2013*

	<i>Ofsted Recommendation</i>	<i>Actions Proposed</i>	<i>Lead Officer</i>	<i>RAG Rating</i> <i>Red- not on track</i> <i>Amber- on track for completion</i> <i>Green- completed</i>
	that they receive regular and appropriate levels of training	Members training plan.		
		29) Training plan (& refresh programme) to be provided to elected members that addresses as a minimum: <ul style="list-style-type: none"> <li>- core safeguarding awareness</li> <li>- child protection processes &amp; scrutiny</li> <li>- understanding of thresholds &amp; front door of the service</li> </ul>	Committee Services	<i>Amber</i>
8	The Council, in conjunction with 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	30) Early Help Strategy includes plan for improving children and young people's voice.	HoHNCS	<i>Amber</i>
		31) Continue to implement the Signs of Safety Framework across CSC, early help and the wider children's workforce	HoCSC & HoHNCS	<i>Amber</i>
		32) Ensure that the QA Framework includes explicit expectations about how the lived experience of the child will be captured	HoCSC	<i>Green</i>
		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	<i>Amber</i>
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	<i>Green</i>
		35) Ensure the QA Framework monitors the effectiveness of the practice standards	HoCSC	<i>Green</i>
		36) Ensure first line managers are explicitly upholding the standards and are monitoring compliance.	HoCSC	<i>Amber</i>
		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	<i>Amber</i>
	The Council to establish overarching policies and operational frameworks to promote more effective permanency	38) Early Help Strategy to be agreed and implemented	HoHNCS	<i>Green</i>
		39) Children's Trust / Health & Wellbeing Board to ensure good arrangements for co-ordination & planning of services across the children's workforce	HoECS	<i>Amber</i>

## *Child Protection Ofsted Action Plan @ 9<sup>th</sup> August 2013*

	<i>Ofsted Recommendation</i>	<i>Actions Proposed</i>	<i>Lead Officer</i>	<i>RAG Rating</i> <i>Red- not on track</i> <i>Amber- on track for completion</i> <i>Green- completed</i>
	planning for children under 12 years and the coordination of relevant services for older children and young people.	40) Edge of Care Strategy to be adapted to align with a permanency strategy	HoCSC	<i>Amber</i>
		41) IRO's & CP Chairs to be upholding the policies and requirements of the IRO standards and permanency strategy	HoAC	<i>Amber</i>
		42) Permanence policy to be adapted to form a Permanency Strategy for young children and adolescents	HoHNS & HoCSC	<i>Amber</i>
		43) Family Justice Review to be implemented.	HoCSC & Head of Legal	<i>Green</i>

<b>Abbreviations</b>	<b>In Full</b>
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