

BCC Response to 2nd Ofsted Monitoring Letter March 2017

Ofsted Said.....	We have.....
<p>Management oversight....is not always effective in driving children's plans, or ensuring actions are completed</p>	<ul style="list-style-type: none"> • Issued guidance on 'what is good management oversight' and trained all managers • Examples of good practice identified by Ofsted/ IRO's /CP Chairs and through auditing shared • Identify poor performers through monthly audit process and provide support and challenge to managers • Introduced a new Supervision Casenote in LCS • Developed Group Supervision Guidance
<p>Assessments and care plans do not consistently demonstrate a comprehensive analysis of children's needs.</p>	<ul style="list-style-type: none"> • Delivered training on quality of plans and risk assessment – total of 75 staff trained to date with more sessions booked • Introduced expectation that managers review all CIN plans after 6 months to ensure there is a meaningful intervention • Reviewed all children on CIN plans over two years and identified follow up actions – reduced from 121 to 79 since launch of new Safeguarding Service • Additional SMART plan training organised • Introduced dip sampling of plans by PIMs
<p>Social workers do not regularly update assessments in response to children's changing circumstances</p>	<ul style="list-style-type: none"> • Reinforced practice standard that all assessments must be updated every 12 months or following a significant incident in a child's life • Monthly exception report used to monitor compliance • Introduced Pre-Assessment Report for LAC reviews to ensure assessments are updated prior to all LAC Reviews
<p>Risk assessments of children looked after vulnerable to, or at risk of, sexual exploitation are inconsistent and in some areas absent</p>	<ul style="list-style-type: none"> • Trained all social workers in CIC and CWD units and all CP Chairs in relation to assessing CSE risk – total of 70 staff trained to date • Increased capacity in Swan unit for more complex CSE work – addition of ATM and 2 Social Worker • Introduced risk assessment toolkit

	<ul style="list-style-type: none"> • CSE module implemented in LCS
The quality of the recording of interviews, carried out by commissioned services, when children return after going missing is poor. Return home interviews are not timely and the take-up by children is not good enough.	<ul style="list-style-type: none"> • Implemented a detailed improvement plan with the providers, Barnardo's, including weekly update reports, QA auditing and regular monitoring meetings – see detailed report
The system in place to monitor the progress of work, which meets the threshold for public law outline, is not effective. The pre-proceedings tracker is not regularly updated, monitored, or used by managers and therefore does not give a coherent overview of public law outline work. Public law outline letters are not always clear or written in a language that is accessible to parents and carers.	<ul style="list-style-type: none"> • Revised Court Tracker spreadsheet, in consultation with Legal Services, as an interim solution before LCS Legal module is in place (this will be in place in May 2017). • Developed MOU with Legal Services including monthly KPIs • Reviewed process for issuing PLO letters and language used • See detailed report
Too many children are waiting for important life story work to enable them to understand their life histories.	<ul style="list-style-type: none"> • Head of Service monitors waiting list and triaging priorities • Commissioned training programme to offer 2 days training in Life Story Work. All C&F workers will be trained as well as some social workers. A rolling programme will start in May 2017 • Currently consulting on proposal to employ fulltime Life Story Workers in CP/Court and CIC teams • Current number of children waiting for Life Story work is 27 (reduced from 61)
When children looked after return to the care of their parents under legal orders, assessments to ensure suitability are not sufficiently robust and not always completed.	<ul style="list-style-type: none"> • Reviewed Placement with Parents forms and pathway in LCS • Developed guidance to ensure meet the regulations and specify the requirement to contact all • Launched new LCS forms alongside guidance and training to ensure all social workers are aware of the requirements