

Item 06 - Children's Services Improvement Programme Status Report

Reporting Period	January 2015	Lead	David Johnston					
Status Summary including items for escalation	<p>A significant amount of work has been completed in January and there has been an evident step change in the pace of the Programme with engagement from all partner agencies and corporate services.</p> <p>The Improvement Plan is being updated to reflect DfE Adviser comments and make it a 'live' document to track progress against actions and outcomes for children.</p> <p>It is too soon to see the impact of the work completed but by the end of February we should start to see improvements in the data and audits.</p>				Overall RAG Status	Progress Against Success Measures	Progress Against Actions	Risks/ Issues
					R	R	A	A
Progress Against Objectives: Success Measures / Impact / Evidence / Deliverables								
See attached data dashboard								
Developments/ Achievements / Key Milestones reached this period:				Targets for next period:				
<ul style="list-style-type: none"> - Partner representatives identified for all relevant project teams to ensure multi-agency engagement - LGA led 5 day staff engagement event organised to refocus the service on outcomes for children - New audit tool launched (87 completed in January) to focus on the quality of intervention with children - All cases allocated to a social worker - Minimum Standards of Practice launched to enable social workers to self-audit quality of practice with children - 'Getting to Good' training launched -2 assessment workshops held so far with 110 staff attending to ensure consistent high quality assessments - Adverts out for Service Director and 3x Heads of Service to stabilise the senior management team and workforce - Overseas recruitment campaign launched (Romania & N Ireland) to ensure all children have a permanent social worker - New package of terms and conditions for social work staff approved to retain high quality social workers - Workload to workforce calculator tool developed – target caseloads per worker achieved to ensure manageable workloads for effective intervention with children - First Response Team increased from 13 to 27 social workers to ensure the start of a child's journey through the system is timely and effective - Coordinated Early Help Offer proposal developed 				<ul style="list-style-type: none"> - Refocus Workstream 1 in order to ensure partnership working is delivering positive outcomes for children - Work shadowing for Leader and Chief Executive - Maintain 100% allocation of cases to social workers - 100 audits to be completed in February - Increase % children seen during assessment - Increase % assessments completed in 45 days - Recruitment visit to Romania - Provide personal statements for all agency workers re benefits of working for BCC to encourage conversion to permanent contracts - Recruitment of permanent staff - Recruitment & Retention Strategy - Re-launch Supervision Strategy - Launch Social Work Academy with BNU 				

- Process for Initial Health Assessments reviewed to remove inefficiencies and increase timeliness to establish baseline and provide necessary support for the child
- Re-launched Foster Carer recruitment campaign – very good response to date (over 60 attended information evenings and 16 home visits have been arranged)
- ICS health check and implementation plan completed and on track for implementation on 1/4/15
- Senior Managers moved offices to allow social workers to have allocated desks within teams to ensure support and challenge
- Recruitment process mapped and redesigned to ensure timely recruitment to posts
- Staff Survey (completed by 43% of staff so far) to capture the views and feedback from the workforce

Key Risks and Issues

Ref	Risk / Issue	Mitigating Action	Owner	RAG
394	IF we are unable to attract and retain experienced and qualified staff THEN we will be unable to meet the improvement plan targets and improve children's safeguarding in Bucks	Overseas recruitment, revised terms and conditions	D Johnston	R
398	IF demands under Future Shape Programme increase and staff are affected THEN focus and resources required to implement the Plan could slip	MD in regular conversation with CE to ensure the whole Council understands the priority that needs to be given to the Improvement Programme Recruit Change Programme Manager to allow Improvement Programme Manager to concentrate on this programme	D Johnston	R
407	IF the number of referrals continue to substantially increase THEN the increased pressure on an already stretched team could result in staff absence and a reduced level of service	Work with partners to ensure that they understand our thresholds and their role in provision of Early Help Services Flex the workforce to meet changes in demand through the use of agency workers Work with contractors to ensure we always have approved agency staff to start immediately	D Johnston	R
	IF issues about the quality of leadership and management within Children's Services are not addressed THEN we will be unable to improve Children's Safeguarding	Capability assessments to be undertaken to ensure skills, experience and behavior of staff are appropriate to the positions they hold.	D Johnston	R