

Children's Services Improvement Programme Status Report

Reporting Period	February 2015	Lead	David Johnston				
Status Summary including items for escalation	The DfE Advisers draft report has been submitted to the Secretary of State. It confirms that 'the updated improvement plan accompanied by the children's scorecard is now fit for purpose' and that 'the council has the capability to effect the necessary changes.			Overall RAG Status	Progress Against Success Measures	Progress Against Actions	Risks/ Issues
	The rapid pace of change has continued throughout February and the twice weekly 'touch down' meetings are proving to be invaluable to keep that pace up.			R	R	A	A
Progress Against Objectives: Success Measures / Impact / Evidence / Deliverables							
See attached data dashboard and Contacts & Referrals report							
Developments/ Achievements / Key Milestones reached this period:				Targets for next period:			
<ul style="list-style-type: none"> - Programme for work shadowing for Leader and Chief Executive developed and launched to engagement with frontline staff - All children allocated - 75 audits completed plus 12 moderations with clear focus on improving the quality of intervention with children - Ofsted audit of cases in MASH and First Response found evidence of good decision making and management oversight - Social Work academy launched with Bucks New University to embed culture within the organisation of continuous learning and development - 6 permanent social workers appointed - Successful recruitment drive in Romania (20+ candidates interviewed) to ensure all children have a permanent social worker - Supervision Strategy re-launched to set the standards and ensure staff receive regular, high quality supervision - Prototyping of Early Help panel in Chesham - Introduction of new telephony system in MASH & First Response to ensure all calls about children in need are answered in a timely way and key performance data is captured - Increase in Contact & Referral Coordinator's and training to ensure they have the necessary skills and knowledge to provide referrers with high quality information and advice - EPeP system is now live allowing them to be completed in an efficient and inter-active way with children and young people - Process map for Initial Health Assessments agreed between Health and Social Care to ensure that they are completed in a timely way and children's health needs are met and recorded 				<ul style="list-style-type: none"> - Workshop with all partners on 'making partnership working work for children in Bucks' - Maintain 100% allocation of cases to social workers - 100 audits to be completed in March - Ofsted to audit cases in Children in Need - Increase % children seen during assessment - Increase % assessments completed in 45 days - Further Recruitment of permanent staff - Induction programme for new staff - Permanent appointments to PIM roles - Early Help workshops to co-design the panels with partners - Early Help speed dating events to ensure all staff and partners are aware of the EH services available - Improvement on the Timeliness visits to Children Looked After - Decision on when young person should move from CiC teams to AfterCare - Business Case for future delivery options for Fostering, Adoption and Residential services - Testing for Annex A dataset - Version 10 ICS go live (01/04/15) - Development of social worker toolkit - Analysis of staff survey responses and development of action plan 			

[Type text]

- Further developments to Data Dashboard and Scorecard to ensure performance information detailing the journey of the child is available to all teams in a timely way
- Tablets for Adoption and Fostering panels to increase efficiency and cost of the panel process
- Changes to the recruitment process to enhance the experience for candidates and recruiting managers
- 'Day in the life of a social worker' mapped out to inform 'toolkit' requirements (including opportunities for digitalisation)
- 42% response rate to staff survey identifying key areas for improvement

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, R&R Strategy	G Quinton	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	G
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	C Douch	R
460	IF issues about the quality of leadership and management within the Council are not addressed THEN we will be unable to improve services for children and young people	Leader and Chief Executive are active members of the Improvement Board Chief Executive attends weekly workstream 'touch down' meetings	C Williams	A
461	IF issues about the quality of leadership and management within partner organisations are not addressed THEN we will be unable to improve services for children and young people	Partners are represented by senior officers on the Improvement Board Partners are represented on relevant project teams	C Williams	A