

## BCC Response to 3<sup>rd</sup> Ofsted Monitoring Visit April 2017

Ofsted Said.....	We have.....
<p>Planning for permanence is not yet sufficiently robust for all children. The quality of effectiveness of permanency planning meetings are variable and the process for matching and approval of children with their long-term foster carers is not always clear</p>	<ul style="list-style-type: none"> <li>• Reviewed long term fostering matching process and informed social workers of process changes</li> <li>• Developed a tracking sheet to monitor children in foster care who have been in placement for more than 6 months</li> <li>• Independent Reviewing Officers (IRO) to target cohort in Looked After Children (LAC) Reviews and report to performance Senior Management Team (SMT)</li> <li>• Team Manager's chairing the Permanency Planning Meetings to ensure accountability and clear management oversight</li> </ul>
<p>The response to children looking after who go missing is not yet consistently effective, particularly for those children who live outside the area</p>	<ul style="list-style-type: none"> <li>• Undertaken training with partners to increase the capacity of professionals who can complete return interviews</li> <li>• Increased contract management to monitor and challenge performance</li> <li>• Reinstated weekly performance monitoring meetings and exception reporting with provider of Return Interviews – 50% Return Interviews completed within 72 hours in May 2017</li> <li>• Reinstated weekly auditing of quality of Return Interviews by Practice Improvement Manager and RU Safe Manager</li> <li>• Audited all children who are known to be at risk of CSE who are placed out of county to review the support being offered and implementing appropriate actions</li> <li>• Presentation to all frontline managers regarding their responsibility and process for missing children</li> <li>• We Do Care Council consulted on how persistent older missing young people who do not want to undertake a return Interview can be engaged</li> </ul>
<p>The Corporate Parenting Panel is yet to evidence that it is improving outcomes, there is no regular representative of foster carers or children from the Children in Care Council at the panel</p>	<ul style="list-style-type: none"> <li>• Reviewed membership and terms of reference of the panel to include a foster carer representation/ engagement from We Do Care Council – 2 foster carers interviewed to be on Panel. We Do Care focus group consulted on how they wish to engage with Corporate Parenting Panel which will be agreed at Panel on 3<sup>rd</sup> July.</li> <li>• Constructed an action plan to improve the impact of the panel</li> </ul>

	<ul style="list-style-type: none"> <li>• Developed an action and impact log to evidence improvement in outcomes for Children Looked After (CLA) – to be agreed at panel on 3<sup>rd</sup> July.</li> <li>• Training completed for all newly elected councillors to ensure they are fully conversant with their corporate parenting responsibilities and to recruit them to panel</li> <li>• New Cabinet Member has appointed 6 Members to the Panel</li> </ul>
Children from the children in care council spoken to by inspectors said that they have experienced too many changes in social worker	<ul style="list-style-type: none"> <li>• Restructured services to ensure teams have more resilience, 'handoffs' for children are reduced and staff are supported to manage workload and progress their career at BCC – children have not been moved between social workers as a result of the internal restructures.</li> <li>• Implemented an Assisted Year of Supported Employment (AYSE) development programme in Children in Need (CIN) to ensure an ongoing 'grow our own' programme with a protected first year of practice and support from Senior Practitioners</li> <li>• Managers have been reminded of their responsibility to ensure allocation and consistency of worker</li> </ul>
Timeliness of initial health assessments has declined since the last monitoring visit	<ul style="list-style-type: none"> <li>• Reinstated weekly reporting on points in Initial Health Assessment (IHA) pathway</li> <li>• Reviewed process in health to remove 'single point of failure'</li> <li>• Performance has improved significantly (94% IHAs completed within 28 days in April 2017)</li> </ul>
Pathway Plans are not an effective tool for encouraging children to participate in their plans	<ul style="list-style-type: none"> <li>• Refreshed the Pathway Plan template in consultation with young people</li> <li>• Pathway Plans will be completed in LCS for children in care from 23<sup>rd</sup> June 2017 onwards to ensure a single record for children and young people</li> <li>• Work underway to record entire after care journey on LCS</li> <li>• Children in Care and Aftercare now reconfigured into single service to ensure ease of transition and planning</li> </ul>
Quality of Child Permanence Reports remains variable	<ul style="list-style-type: none"> <li>• In the restructure of the Safeguarding Service responsibility for completing Child Permanence Reports (CPR) has returned to child's social worker in CP/ Court teams social workers are specialising in court work and have support in building up the specialist skills required for CPR</li> <li>• Adoption Family Finding Social Workers to assist in the completion of the CPR</li> <li>• CPR training and ongoing support and advice in place for all CP/ Court social workers</li> <li>• Quality assurance process in place through managers to drive up the quality of the</li> </ul>

	reports
IROs are proactive and provide challenge but are not always effective in rectifying deficits or driving children's plans	<ul style="list-style-type: none"> <li>• Reviewed the IRO Escalation process to ensure it is clear and impacts on outcomes for children including closing the loop on concerns</li> <li>• Escalation process has been built into LCS via case notes</li> <li>• Good practice exemplars shared with IRO's</li> </ul>
Too many children continue to be placed at a distance from home	<ul style="list-style-type: none"> <li>• Implemented actions from the critical friend review of fostering which has resulted in an increase in foster carer recruitment. 9 approved this year</li> <li>• Received Cabinet decision to invest in properties to open 4 new Children's Homes in Buckinghamshire increasing capacity by 20 beds</li> <li>• Developing a 'Fostering Friendly' policy for the Council which was approved by Senior Appointment and Bucks Pay Award Committee (SABPAC) on 22<sup>nd</sup> June.</li> <li>• Targeted recruitment of foster carers to increase by 35 for year 2017/18 including for adolescence and Unaccompanied Asylum Seeker Children (UASC)</li> </ul>
Management oversight and supervision is not consistently effective in driving children's plan	<ul style="list-style-type: none"> <li>• Coaching and mentoring sessions developed for all front line managers on an area basis to improve communication across the journey of the child and the transition points for children</li> <li>• Reissued and implemented supervision template (for the child's record) in LCS, with supporting guidance, to ensure manager oversight and decision making is driving plans for children</li> <li>• Ongoing 'dip sampling' of supervision records by Practice Improvement Managers</li> <li>• Audit of supervision files during 'Audit Week' led to revisions to the Supervision Policy and templates.</li> </ul>