

# Brighton & Hove Children's Social Work: SIF April/May 2015

## Ofsted Action Plan: Updated September 2017

### RAG RATING:

<b>RED</b>	Action not yet started/significant delay in implementation/delay due to resource availability. The action must be prioritised to bring it back on track to deliver improvement.
<b>AMBER</b>	Action started but there is some delay in implementation. The action must be monitored to ensure the required improvement is delivered.
<b>GREEN</b>	Action completed and there is evidence that the improvement required has been made.

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Recommendation	Progress Update: <i>What have we done? / What Needs to happen to improve our Rag Rating?</i>	Rag Sept 2017
1. Ensure that when children cease to be the subject of a child protection plan, their families are given the priority and support they need to maintain the changes they have made.	<ul style="list-style-type: none"> <li>▪ In October 2015 Brighton &amp; Hove implemented a new model of social work practice which involved a move to small social work teams, or pods which support children from the assessment stage through the whole of their journey across social work services.</li> <li>▪ We will continue to review cases which have been stepped down from Child Protection to Child in Need to check that the arrangements are appropriate and that there is robust monitoring in place.</li> <li>▪ In Quarter 1 2017-18, the percentage of Child in Need cases audited by the Safeguarding and Performance Team which are judged overall to be 'Good' is 70%.</li> </ul>	Green
2. Ensure that where a child requires a child in need assessment they are seen and spoken to promptly.	<ul style="list-style-type: none"> <li>▪ 669 assessments were completed between 1st July and 30th September 2017. Of those, 470 (70.3%) had at least one visit recorded within the assessment.</li> <li>▪ <b>Action Taken:</b> Managers will only authorise an assessment if the child has been seen.</li> </ul>	Amber
3. Ensure that managers monitor and track the timely completion of assessments so that needs and risks are identified promptly.	<ul style="list-style-type: none"> <li>▪ 96% of assessments completed in March 2017 were completed within 45 working days. The percentage for the year ending March 2017 is 70%.</li> <li>▪ In Quarter 4 2016-17 an audit of cases open to social work found that 81% of assessments were judged to be good or better.</li> </ul>	Green
4. Improve the timeliness of initial child protection conferences so that multi agency plans to meet children's identified needs and reduce risks, can be put in place at the earliest opportunity.	<ul style="list-style-type: none"> <li>▪ A new process has been introduced whereby any delay to initial child protection conferences must be approved by the Head of Service with responsibility for Child Protection. This has resulted in a significant improvement in performance.</li> <li>▪ 88% of Initial Child Protection Conferences were held within 15 working days of a strategy discussion in Quarter 1 17-18 and 89% of Conferences held within timescales in Quarter 2 17-18. This is above the national average of 76%.</li> </ul>	Green
5. Improve the quality of management direction and oversight of cases to reduce the drift in plans experienced by some children.	<ul style="list-style-type: none"> <li>▪ An audit of social work cases in Quarter 4: 2016-17 found management oversight to be good or better in 90.5% of cases audited compared to 60% in the same quarter 2015-16.</li> <li>▪ Of the 1,620 cases open for more than 3 months or more, 90% were supervised in the last 3 months.</li> </ul>	Green

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<p>6. When children go missing from home, ensure that they are offered a visit on their return to assess risks they may have been exposed to and to inform plans for them. Centrally analyse the records of these visits to help reduce risks to other children and young people.</p>	<ul style="list-style-type: none"> <li>▪ We have commissioned the charity 'Missing People' to provide a Return Home Interview Service and support to children and young people who go missing.</li> <li>▪ In Quarter 4 2016-17, 88.2% of the children who went missing in the quarter had a return interview recorded in the same period which is a slight reduction from last quarter's 91.7%.</li> <li>▪ For every return home interview completed, 'Missing People' record the risks to the child and this is linked to Sussex Police information systems.</li> </ul>	Green
<p>7. With partners, review the pathways for early help to reduce the high numbers of inappropriate referrals that are made to the MASH.</p>	<ul style="list-style-type: none"> <li>▪ There is now a single point of contact for services called 'Front Door for Families' and an online referral form has been introduced to simplify the referral process. The service provides support, guidance and access to specialist targeted services for parents, carers, members of the public, young people and professionals.</li> <li>▪ Partners attending the LSCB Board Meeting have given positive feedback about the combined approach.</li> </ul>	Green
<p>8. Ensure that frontline managers provide rigorous, reflective and risk-focused supervision to social workers. Establish a supervision audit cycle to oversee frequency and quality</p>	<ul style="list-style-type: none"> <li>▪ The importance of reflective practice and good quality supervision is promoted throughout the organisation, for e.g. group supervision takes place to oversee cases each week.</li> <li>▪ An audit of social work cases in Quarter 4: 2016-17 found that the quality of supervision is good or better in 89% of cases audited compared to 42% in the same quarter 2015-16.</li> <li>▪ Of the 1,620 cases open for more than 3 months or more, 90% were supervised in the last 3 months.</li> </ul>	Green
<p>9. Recruit and retain sufficient numbers of foster carers to meet the needs of young people with complex needs.</p>	<ul style="list-style-type: none"> <li>▪ A project board was established to improve the recruitment and retention of foster carers and it is on track to achieve 62% of children in care placed with in-house foster carers by March 2018.</li> <li>▪ <b>Action:</b> Going forward, a priority for the board is to establish a number of foster placements which will meet the complex needs of young people who have previously lived in residential care.</li> </ul>	Amber

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<p>10. Ensure that permanence planning is undertaken promptly and that a tracking system is implemented to monitor this.</p> <p><b>Note:</b> Permanence is the long term plan for the child's upbringing and provides an underpinning framework for all social work with children and their families from family support through to adoption.</p>	<ul style="list-style-type: none"> <li>▪ A tracking system has been implemented to monitor permanence planning and a Care Planning Tracking Forum has been established. This is overseen by a Head of Service.</li> <li>▪ Every six months a review is undertaken to draw out themes from cases which are characterised by delay – the themes are presented to the Senior Leadership Team (SLT) /Extended Management Team (EMT) so that appropriate learning and improvement can be taken.</li> <li>▪ The Care Planning Tracking Forum will also regularly scrutinise all parent and baby placements to ensure that the most vulnerable babies have timely and effective planning in place.</li> </ul>	Green
<p>11. Increase the availability of supported accommodation for care leavers so that young people are promptly allocated supported accommodation that meets their needs.</p>	<ul style="list-style-type: none"> <li>▪ In Brighton &amp; Hove there were 161 Care Leavers aged 19, 20 and 21 who were looked after for a total of at least 13 weeks after their 14th birthday including some time after their 16th birthday. Of these, 96% are deemed to be in suitable accommodation, above the national average of 83%, statistical neighbour average of 82.1% and South East average of 77%. Brighton &amp; Hove is ranked 6th highest nationally out of 152 LAs.</li> </ul>	Green

Performance & Safeguarding Team  
September 2017