

Families, Children & Learning Ofsted Inspection 2018

Brighton & Hove City Council: Post Ofsted inspection action plan – updated September 2019

Brighton & Hove was inspected under the new ILACS framework in July 2018 and the following 5 recommendations were made. This plan sets out how progress made in respect of these recommendations. This action plan is owned and monitored by the directorate management team (quarterly performance reporting) plus an update to CYPS committee on an annual basis.

We accept the findings made by the Ofsted inspection team and they recognised that we know ourselves well and plans were already in place for these areas of improvement.

	What needs to improve – from the Ofsted report	Required action from BHCC	Responsible officer(s) and timescales	Measures of success	Progress – September 2019 (RAG rated)
1	Case recording, including the recording of management oversight and supervision, to monitor children's progress and outcomes effectively.	<p>New integrated children's system (ICS) to be procured and case record templates to be reviewed to ensure child's journey is explicit</p> <p>Senior managers to be responsible to ensure case file recording is prioritised within social work pods</p> <p>Quality assurance process to include regular dip sampling of records to check for quality</p>	<p>Assistant Director – Safeguarding & Care, Principal Social Worker, Head of Safeguarding & Performance plus Operational Heads of Service</p> <p>Eclipse (new ICS) due to go live September 2020</p>	All cases open to social work will have up to date and appropriate case recording evidenced on file	<ul style="list-style-type: none"> • One Story Recording Steering Group has continued to meet and completed an audit of recording in May 2019 • Completion of good quality chronologies had increased from 16% (in May 2018) to 32% and genograms from 33% to 61% • 79% of records evidenced clear management oversight and 70% had regular supervision records • An action plan has been written based on this audit and is monitored by SLT • A chronology exemplar has been written and chronology workshops

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					<p>booked</p> <ul style="list-style-type: none"> Recording continues to be monitored as part of regular audits (in Q1 58% of cases had a chronology and 73% had a genogram) Workshops have commenced to plan the detailed implementation of Eclipse. The new ICS will support more innovative methods of recording (e.g. audio files)
2	The response to children in need (CIN), including clear plans with appropriate actions and timescales and regular reviews through network meetings.	Implementation of the June 2018 CIN strategy action plan to ensure CIN work is prioritised alongside the Child Protection / Children in Care work.	Assistant Director – Safeguarding & Care and Head of Service (Child in Need Strategic Lead) December 2019	CIN receive a robust and effective service	<ul style="list-style-type: none"> A Child in Need steering group, comprised of frontline practitioners and managers, has devised new CIN processes and has been piloting these. New CIN framework to be launched on 1st October 2019 with presentations to partners scheduled to ensure multi-agency sign up to the new arrangements. Lead Practitioner for Child in Need has been appointed to support

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					<p>social work staff with this new approach to Child in Need cases and embed this in day to day SW practice.</p> <ul style="list-style-type: none"> • QA activity -100% of cases CIN cases audited during Q4 18/19 & Q1 19/20 had a standalone Plan. • 90% of audited cases had evidence of effective analysis of risk and strengths; supervision & management oversight; involvement of child/young person. • 63% of (52 out of 81) CIN cases audited over Q3 & Q4 18/19 & Q1 19/20 were judged overall as Good • Areas for improvement relate to up to date chronologies and genograms.
3	The progression of pre-proceedings work, in order to reduce unnecessary delay for children.	A Public Law Outline (PLO) tracker to be introduced to ensure effective oversight	Assistant Director – Safeguarding & Care and Principal Social Worker October 2018	All cases in PLO will be subject to regular review and progressed in a timely manner	<ul style="list-style-type: none"> • Quarterly PLO tracking Forum established September 2018, chaired by Head of Service to ensure effective oversight of all cases within PLO • Missing People

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4	The response to children who go missing from home and care, including the timeliness and recording of return home interviews (RHI) to capture intelligence to inform service delivery.	<p>Implement plan to bring this work in-house via the following:</p> <p>Establishment of RHI worker in Front Door for Families to support and coordinate RHI activity including data and intelligence capture.</p> <p>Missing and RHI assessment document to be reviewed</p>	Assistant Director – Safeguarding & Care and Head of Service (Exploitation Strategic Lead) August 2018	<p>All children who go missing received a timely RHI service</p> <p>Intelligence from RHI informs multi-agency strategic service delivery</p>	<p>contract terminated July 2018 & Missing Children worker established in FDFD August 2018</p> <ul style="list-style-type: none"> • New Missing Procedures, including revised documentation launched November 2018. Will enable information from RHIs to be utilised to identify patterns and trends and informs service delivery.
5	The allocation of private fostering (PF) and care leaver (CL) cases to workers, to allow timely statutory checks and regular visits and contact, in order to ensure that children live in safe arrangements to meet their needs.	Recruited fostering social worker and leaving care personal advisors to take up posts	Head of Service (Child in Care Strategic Lead) August 2018	All PF and CL cases have allocated workers	<ul style="list-style-type: none"> • Private Fostering SW started in post August 2018 • Leaving Care Personal Advisors started in post August 2018. • All PF & Leaving Care cases are allocated to a named worker