

Rutland County Council

Catmose, Oakham, Rutland, LE15 6HP.

Telephone 01572 722577 Email: governance@rutland.gov.uk

Ladies and Gentlemen,

A meeting of the **CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE** will be held as a Virtual Meeting via zoom (meeting link: <https://zoom.us/j/96332944920>) on **Thursday, 27th August, 2020** commencing at 6.00 pm when it is hoped you will be able to attend.

Yours faithfully

Mark Andrews

Interim Chief Executive

Recording of Council Meetings: Any member of the public may film, audio-record, take photographs and use social media to report the proceedings of any meeting that is open to the public. A protocol on this facility is available at www.rutland.gov.uk/my-council/have-your-say/

A G E N D A

1) APOLOGIES

2) RECORD OF MEETING

To confirm the record of the meeting of the Children and Young People Scrutiny Committee held on 27 February 2020. (previously circulated).

3) DECLARATIONS OF INTEREST

In accordance with the Regulations, Members are invited to declare any personal or prejudicial interests they may have and the nature of those interests in respect of items on this Agenda and/or indicate if Section 106 of the Local Government Finance Act 1992 applies to them.

4) PETITIONS, DEPUTATIONS AND QUESTIONS

To receive any petitions, deputations and questions received from Members of the Public in accordance with the Virtual Meetings Regulations (s1 2020 392) and the subsequent RCC Procedure Rules agreed at Council on 20 May 2020.

Section 3 (Public Participation) of the Procedure Rules states:

- i. Public statements, questions, deputations and petitions can be submitted in advance of the meeting in writing by no later than 12 noon on the second working day before the meeting is to take place;
- ii. Public statements, questions, deputations and the text of any petition will be made available to all members of the virtual meeting, however members of the public will not be able to present their statements in the virtual meeting;
- iii. Public questions will receive a written response. No supplementary questions will be permitted;

Public petitions will be noted as being received by the chair of the meeting without debate and sent to the relevant executive member, committee or council officer for a response.

5) QUESTIONS WITH NOTICE FROM MEMBERS

To consider any questions with notice from Members received in accordance with the provisions of Procedure Rules No.218 and No.218A.

6) NOTICES OF MOTION FROM MEMBERS

To consider any Notices of Motion from Members submitted in accordance with the provisions of Procedure Rule No 219.

7) APPOINTMENT OF VICE CHAIR

To appoint a vice-chair of the Children and Young People Scrutiny Committee.

8) OFSTED IMPROVEMENT PLAN

To receive Report No.101/2020 from the Interim Director for Children's Services and a presentation from the Children In Care Council.
(Pages 5 - 18)

9) ANNUAL WORK PLAN 2020-21

To discuss substantive items for scrutiny and inclusion in the Children and Young People Scrutiny Committee work programme for the municipal year 2020-21.

10) ANY OTHER URGENT BUSINESS

To receive any other items of urgent business which have been previously notified to the person presiding.

11) DATE AND PREVIEW OF NEXT MEETING

Thursday, 26 November 2020 at 6pm.

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TO: MEMBERS OF THE CHILDREN AND YOUNG PEOPLE SCRUTINY COMMITTEE

Mr P Ainsley (Chairman)

Mr N Begy

Ms J Burrows

Mrs S Harvey

Mrs S Webb

Mr R Coleman

Mr K Bool

Mr A Menzies – Co-Opted Member

Mrs I Kearney-Rose – Co-Opted Member

Mr P French – Co-Opted Member

Mr P Ainsley (Chairman)

OTHER MEMBERS FOR INFORMATION

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SCRUTINY COMMITTEE

27 August 2020

OFSTED IMPROVEMENT PLAN

Report of the Interim Director for Children's Services

Strategic Aim:	Protecting the vulnerable	
Exempt Information	No	
Cabinet Member(s) Responsible:	Mr D Wilby, Portfolio Holder for Lifelong Learning, Early Years, SEND, Inclusion, Safeguarding Children & Young People	
Contact Officer(s):	Dawn Godfrey, Interim Director of Children's Services	01572 758358 dgodfrey@rutland.gov.uk
Ward Councillors	All	

DECISION RECOMMENDATIONS

That the Committee:

1. Endorses the actions taken in response to the areas for improvement identified by Ofsted and offers comment on any areas where they feel progress is slower than expected.
2. Notes the role of the Children's Improvement Board.

1 PURPOSE OF THE REPORT

- 1.1 The purpose of the report is to inform Committee on the actions taken in response to the areas for improvement identified by Ofsted and their progress, including the governance of the improvement plan.
- 1.2 Further, the Committee is invited to share their views on any areas where they feel progress is slower than expected and how these might be mitigated.

2 BACKGROUND AND MAIN CONSIDERATIONS

- 2.1 The strategic improvement plan was submitted to Ofsted in June 2020, who confirmed that they had reviewed the action plan and agreed "that it demonstrates an accurate understanding of the findings of the inspection."
- 2.2 A new approach to the governance of improvement was put in place immediately following the Ofsted inspection. The Children's Services Improvement Board reports directly to Cabinet on progress, reviewing and challenging practice quality in key

areas identified by Ofsted. The Board is chaired by the portfolio holder for children's services and includes the member champion for children in care and care leavers, and also the Deputy Director, Legal and Governance, to add an additional level of independent scrutiny and challenge.

- 2.3 The Children's Improvement Board have continued to meet monthly since the end of March 2020 and this is supplemented by the monthly Children's Practice Oversight Group which informs the Board monitoring of the improvement plan. This complements the existing performance management and quality assurance frameworks. The governance structure is available at Appendix A.

3 PROGRESS OF IMPROVEMENT PLAN

- 3.1 The most recent improvement plan tracker is attached at Appendix B.

- 3.2 Management oversight and decision-making to ensure that children's cases are comprehensively overseen and that their progress is closely reviewed.

Management oversight remains a key focus for the service. Robust management oversight and direction underpins all good practice, and is a key element of all improvement actions.

Recent practice reviews undertaken show an improvement in management oversight and robustness in child protection and child looked after cases and evidence follow up of actions and tracking of progress which is positive.

The service manager has a strong grip on supervision and actively monitors this to ensure it is happening regularly and is recorded properly on children's files.

Case Example – a young child had been placed in residential care for a number of years and had not received a good enough service in relation to his need for family life. This child's extended family had not been properly considered as alternative carers. This situation was allowed to continue without a manager challenging whether this was an appropriate placement. Since new management has been in place, there has been a comprehensive review, resulting in this child being able to be placed within his extended family. A thorough assessment of his needs was completed alongside an assessment of a family member, how she would meet his needs and a comprehensive support plan put in place. This child is now successfully living with his extended family, and his emotional needs are being well met. This exemplifies why strong management grip and direction is so important and the impact it has directly on children's lives.

We have re-focussed our quality assurance activity and the head of service moderates this activity to ensure compliance and quality of audit is embedded. This is now a feature of the monthly performance meetings with the focus on identifying themes arising and working with the principal social worker to share learning with staff. Feedback from parents/carers and children needs to become better embedded in this learning loop and the new participation and engagement lead will work with social care to embed this.

3.3 The quality of assessments and plans to ensure that they identify needs and lead to improvements in children's well-being.

All single assessments are completed within 45 days and we have improved the number of assessments which are completed much earlier than this. Progress has been made on the quality of assessments but we are not yet satisfied that good quality assessments are 'business as usual' in Rutland. There has been some improvement in the quality of assessments and plans, but it has been identified, through our quality assurance work, that the 'lived experience' of a child is not always considered well enough, particularly for very young children.

The quality of pathway plans for care leavers is good and show collaboration with our young people in drawing up the plan for their future. There remains a challenge in ensuring all pathway plans are recorded fully on the case recording system and this is being managed as a performance issue.

Through our quality assurance work, there is growing positive feedback from service users reflecting the value they have put on the engagement with services, indicating improved outcomes for children and young people.

Case Example – E is clear about what they want their outcomes to be and is confident about expressing their needs. This is reflected in the pathway plan and they have made excellent progress since coming to the UK. They have been supported by the practitioner, and when required, an interpreter, and this is evidenced through good case recordings and attendance at reviews. Overall, this case indicates that the outcomes for this young person have improved significantly through the provision provided by the local authority and this is supported by positive feedback from the young person.

A series of workshops are planned and taking place in line with Signs of Safety¹ to aid practitioners in gaining children's experiences and using these more effectively when formulating assessments and plans. Managers are also stronger in driving practice standards, and will not sign off work which is not at the required level. This is supported by reflective supervision to help practitioners understand where gaps are and to increase professional curiosity.

3.4 Commissioning and contract monitoring arrangements, to increase the sufficiency and quality of commissioned services, including placement matching for disabled children and those with complex needs.

Contract monitoring meetings are taking place monthly with, Lincolnshire County Council (Adoption), Peterborough City Council (Legal Services) and Leicestershire County Council (Out of Hours Service).

We are clear about what needs to improve and improvements have been made with the out of hours service in relation to recording of contacts. There is weekly contact between Service Manager and Team Managers across Rutland and Leicestershire to ensure progress is maintained.

¹ Signs of Safety is a strength based, safety focused approach to working with children and families. It is the preferred model of practice in Rutland.

The contract with Lincolnshire expires in September 2020 but work is underway to renew this contract. There is good communication between Rutland and Lincolnshire, and Rutland benefits from the high quality adoption services Lincolnshire offer. The issue raised by Ofsted in relation to the Agency Decision Maker role is being addressed and will form part of the new contract.

The legal services contract works well for Rutland. The head of legal services and head of children's social care meet monthly and there has been constructive challenge on both sides regarding the quality of work. The current service level agreement will be expanded to include legal advice for Rutland Agency Decision Maker regarding adoption cases as this was identified as a gap.

The children's commissioning group meets six weekly, chaired by the Interim Director of Children's Services. This group has reviewed and simplified the operating protocol for the commissioning of placements (including children with complex needs and disabled children), and clarified the role of the commissioning team and social care and SEND panel. Work is ongoing with Leicestershire about the quality assurance of placement providers on the Framework, and Rutland have identified a manager who will be the Rutland link to this work.

3.5 The housing offer for vulnerable young people and care leavers, including addressing the use of bed and breakfast accommodation.

We are absolutely clear that bed and breakfast accommodation is not an option for our young people. There is a new housing protocol for homeless 16/17 year olds in place and being adhered to. There is now clarity about the offer to vulnerable young people about their housing options and management sign off of this decision. The service manager is currently completing an audit to ensure compliance with the housing protocol remains.

At the time of the Ofsted inspection, there was one young person living in bed and breakfast accommodation. This young person is now living with his mother and we have arrangements in place to view a couple of flats for him to move into which are local to his family. This young person will remain living with his mother until a tenancy is arranged. There had been a delay in viewing alternative accommodation due to the lockdown restrictions.

We want to increase the number of children who benefit from 'Staying Put'² arrangements with their foster carers, and are revising our fostering offer to reflect this. We need to recruit more local foster carers in order to achieve this and a recruitment campaign is planned for the autumn.

As part of our recovery plan we are planning a review of how Rutland responds to the local issue of housing and link with work in the local plan regarding affordable, single occupancy housing for our young people leaving care and in need of housing support. This work has stalled due to the response to Covid-19 being a priority but is planned to be completed by the end of the year.

² 'Staying Put' refers to an arrangement where young people remain with their foster carers following their 18th birthday. They are not 'looked after' by the Local Authority but remain with their foster carers on a supported living basis.

3.6 The use of the pre-proceedings phase of the public law outline, to ensure that parents can make changes within a legal framework and that children come into care when they need to.

When a social worker is concerned about the welfare of a child, they may invite parents to a Public Law Outline Meeting (PLO)³ or a pre-proceedings meeting. These meetings are called if the Local Authority and the Social Worker are concerned about the care that a child is receiving and they may make an application to the Court to see if the Court will make orders to protect the child.

Ofsted identified that the use of these pre-proceedings meetings were not consistent or always timely enough. Since Ofsted, all previous cases in PLO have stepped down from PLO, and we are progressing one additional case following legal planning meetings and ensuring assessments are in place.

We have discussed with legal the learning from the last year in relation to our care proceedings cases and are looking at some learning events regarding threshold for care proceedings. In addition to this our new managers have more robust management challenge and scrutiny in relation to legal planning.

We have had to issue proceedings immediately with two other families which included unborn babies and the plan was to immediately issue care proceedings on the birth of the babies concerned. Legal advice was sought and both were deemed appropriate for immediate issue due to the nature of the concerns and risks to the babies and other children in the families.

Case Example - Family A are a flight risk and have dual nationality, therefore the decision was made not to alert them to the intention for care proceedings until baby was safely delivered. This meant that we had to immediately issue care proceedings when baby was born. This was an appropriate use of immediate issue to safeguard the baby and the social work assessment was commended in court for being robust. The judge commented "rarely have I seen such a comprehensive pre-birth assessment, it runs to 40 pages and the first work was undertaken at the end of April and on occasion interpreters were present. RCC have done an enormous amount of work before baby was born."

3.7 Early permanence planning for children.

Permanence planning meetings have been taking place on a fortnightly basis and have allowed the service manager to have robust oversight of cases and plans. A permanence tracker is used to ensure no child is allowed to 'drift' in care. This is updated weekly and the head of service has oversight of this.

We have revised the role of the 'children in care/ at risk of care' panel, chaired by the head of service, and this panel follows up all new or potential placements to ensure there is no delay in planning for permanency, and that children are appropriately matched with carers.

³ The Public Law Outline (PLO) sets out the duties local authorities have when thinking about taking a case to court to ask for a Care Order to take a child into care or for a Supervision Order to be made.

We have concluded a number of care proceedings recently and have reunified a number of children into parental or family care. There is a more robust oversight of the plans for children in our care and progress is being made with securing permanency. By the end of September 2020 we should have progressed care planning for 10 children to have moved back into the care of family members and out of Local Authority Care.

3.8 The timeliness of foster carer annual reviews.

All foster carer reviews are completed within timescales and the Fostering Panel has robust oversight of these. Foster carers are invited to attend Panel for their reviews and the Panel offers constructive challenge to ensure quality of fostering assessments and reviews remains good.

4 CONSULTATION

4.1 This report is for information only.

5 ALTERNATIVE OPTIONS

5.1 Not applicable.

6 FINANCIAL IMPLICATIONS

6.1 None identified.

7 LEGAL AND GOVERNANCE CONSIDERATIONS

7.1 There are no legal or governance considerations.

8 DATA PROTECTION IMPLICATIONS

8.1 A Data Protection Impact Assessments (DPIA) has not been completed.

9 EQUALITY IMPACT ASSESSMENT

9.1 An Equality Impact Assessment has not been completed as it is not deemed relevant to this report.

10 COMMUNITY SAFETY IMPLICATIONS

10.1 None identified.

11 HEALTH AND WELLBEING IMPLICATIONS

11.1 None identified.

12 CONCLUSION AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS

12.1 There has been much progress made since the Ofsted inspection in March. It is acknowledged that children's services are not yet consistently good and there remains a challenge in continuing to improve and sustaining those improvements.

12.2 Workforce planning is central to our improvement and this will be strengthened by a fully permanent management team by September. Social work vacancies have largely been filled, including an advanced practitioner post, and a new team of social work students will be starting in Rutland in September. This gives social care an opportunity to build on the progress already made and embed our practice standards with a new workforce.

12.3 Recruitment to the remaining vacant posts is ongoing, and these vacancies are currently filled by agency social workers.

12.4 There is a potential risk to the pace of progress due to the Covid-19 pandemic and the possibility of increased rates of referral following the full return to school from September. Whilst referral rates remain stable at the present time, there is the possibility that these will increase when more children are being seen by professionals outside of the home and any 'hidden harm' identified. Children's social care is already planning for this, including the possible need for additional capacity, to ensure that we are able to manage any increase in work and continue to offer the right level of service.

12.5 It is recommended that the Committee endorses the actions taken in response to the areas for improvement identified by Ofsted and offers comment on any areas where they feel progress is slower than expected.

13 BACKGROUND PAPERS

13.1 There are no additional papers to the report.

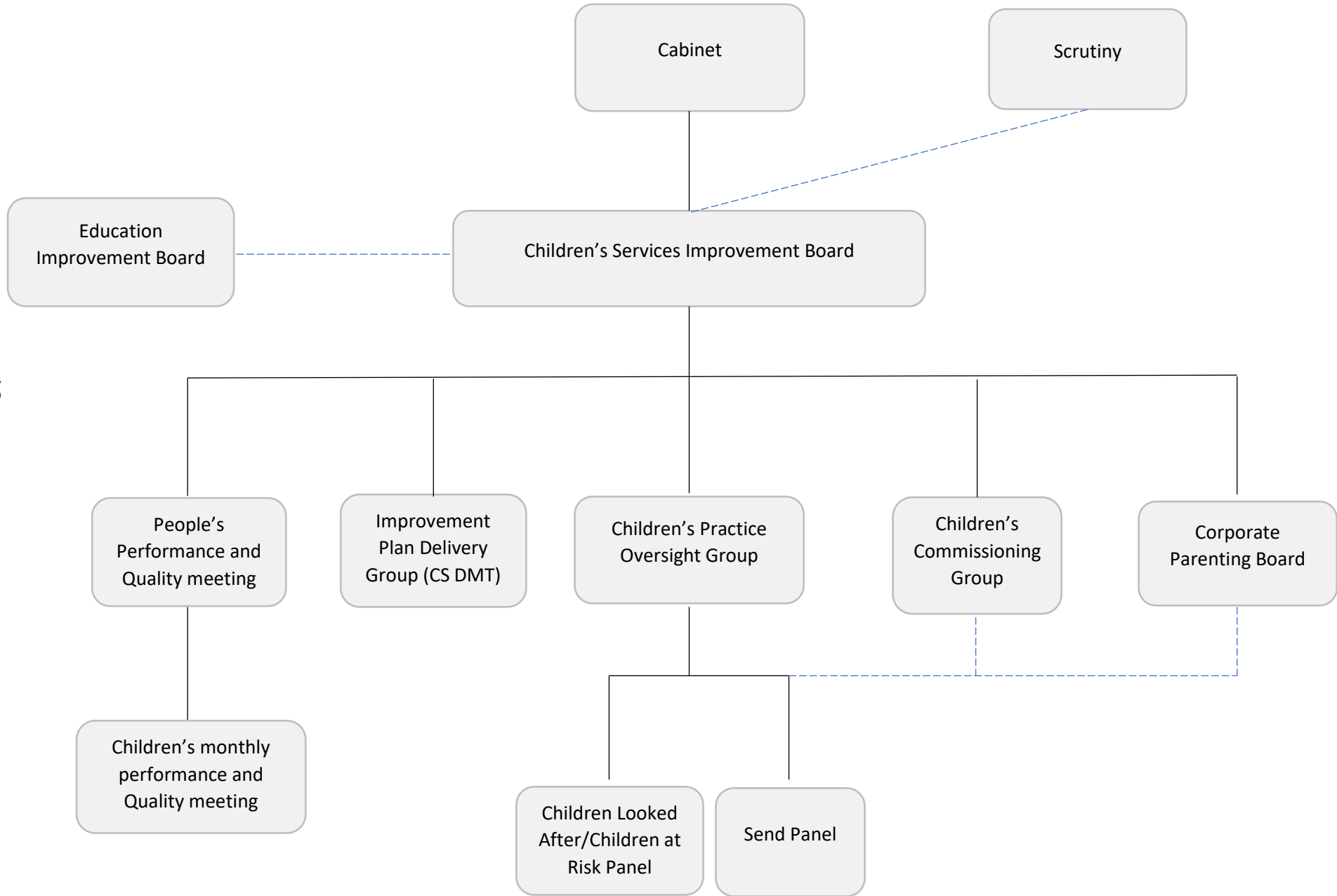
14 APPENDICES

14.1 Appendix A – Improvement governance arrangements

14.2 Appendix B – Children's Services Improvement Plan Tracker

A Large Print or Braille Version of this Report is available upon request – Contact 01572 722577.

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CHILDREN'S SERVICES IMPROVEMENT PLAN

What Needs to Improve	Action	Action	Person Responsible	By When	Progress to Date	RAG	Impact Assurance
Management oversight and decision-making to ensure that children's cases are comprehensively overseen and that their progress is closely reviewed 15	1	Permanent recruitment to management roles is ongoing- we have reviewed and changed our recruitment processes to ensure that our recruitment is more specific about the skills and knowledge required for the role and includes practical skills tests as well as a formal interview.	Emma Sweeny	28 August 2020	All Team Manager roles have been appointed to and the Service Manager role. New Management team will be in post by 1st September 2020	G	New permanent management team in place- offering stability and consistency Clear management oversight on all children's files Management oversight adds clarity and actions are progressed for children and young people. Managers are confident in their roles and remit and can articulate this Senior managers and leaders are clear on practice issues and the steps being taken to address these
	2	Utilisation of management practice standards to induct new staff and emphasise good practice.	Emma Sweeny	28 August 2020	Managers have been given clear guidance on expectations and are given through induction	G	
	3	The head of service and service manager continue to closely monitor the frequency and quality of supervision and will take swift performance management action as necessary.	Emma Sweeny / Lydia Bennett	28 August 2020	Supervision is dipped sampled and any concerns noted and raised with staff members concerned	G	
	4	All team managers will receive First line Management training which has a strong focus on supporting managers to become more confident to challenge staff when appropriate.	Emma Sweeny / Lydia Bennett	30 October 2020	Ann-Marie will be part of the next cohort and the new TM on the one following that	G	
	5	A new governance approach to children's improvement has been established including a children's service improvement board, chaired by the Portfolio Holder for Lifelong Learning, Early Years, SEND, Inclusion, Safeguarding Children & Young People, Children's Practice Oversight group and Children's Commissioning Group	Dawn Godfrey	08 April 2020	Completed	G	
	6	Re-focus our quality assurance activity and use our moderation process to ensure compliance and quality of audit is embedded. Now a feature of the monthly performance meetings with the focus on identifying themes arising and working with the principal social worker to share learning with staff. Feedback from parents/carers and children needs to become embedded in this learning loop.	Lydia Bennett	31 August 2020	Practice reviews are now taking place monthly and development work around these is ongoing. An area of focus is the engagement of children and families in feedback to the reviews and is an element that is not consistently present. HoS is moderating the practice reviews monthly to ensure quality and offering feedback to assist with improvements.	A	
	7	Audit compliance to be monitored by the service manager and the revised quality assurance tool used to improve practice. Audits not completed to be managed as a performance issue each month.	Emma Sweeny / Lydia Bennett	30 June 2020	Audits are reviewed every month and compliance is managed robustly/	G	

CHILDREN'S SERVICES IMPROVEMENT PLAN

What Needs to Improve	Action	Action	Person Responsible	By When	Progress to Date	RAG	Impact Assurance
The quality of assessments and plans to ensure that they identify needs and lead to improvements in children's well-being	8	All single assessments are monitored at 10 and 20 days to respond to the child's timeframe and maintain progress in this area.	RAIS TM	31 July 2020	Timely assessments remain a focus in the service and the team manager is driving forward this performance. 100% of assessments were completed in timescales in June.	G	Audits will show improvement in assessments and plans Higher level of satisfaction with service offered will be recorded Complaints in relation to the service will reduce Data will show continued improvement in timeliness of assessments
	9	Team managers to identify exemplars of good practice to help support others to understand what good assessments look like	Team Managers / Lydia Bennett	30 September 2020	PSW continues to work with TM's to collate good exemplars of practice.	G	
	10	IRO and PSW to conduct workshops on how to formulate good plans	Denise Wynter / Sarah Nichols	26 June 2020	Scheduled for August 2020	G	
	11	Review of Liquid logic capability to look at management sign off to enable more robust practice oversight and ensure staff are no longer able to sign off their own plans and plans must now be signed off by their team manager prior to being shared with families and professionals.	David Wylie / Lydia Bennett / Team Managers	31 October 2020	Work with BI is ongoing to achieve this action in timescales	G	
	12	Progression of plans is discussed routinely in supervision to ensure appropriate level of management oversight including challenge and reflection, and evidence progress being made.	Team Managers	26 June 2020	Completed. Supervision is in place with clear focus on progression of plans	G	
	13	Principal social worker and Service Manager to analyse audits monthly and highlight the actions for learning and report to the Performance meeting.	Lydia Bennett / Sarah Nichols	26 June 2020	Completed	G	
	14	PSW to add actions for learning to their work plan and this is to be shared across the service and evidence collated around how this impacts on practice.	Sarah Nichols	30 June 2020	Completed	G	
Commissioning and contract monitoring arrangements, to increase the sufficiency and quality of commissioned services, including placement matching for disabled children and those with complex needs	15	Formal monthly contract monitoring meetings take place and quality assurance measures for all contracts reviewed.	Emma Sweeny / Lydia Bennett	29 May 2020	Completed. Meetings take place every month with commissioned services.	G	Clarity around all commissioned services and actions plans around any issues raised to be presented to children's commissioning group All staff are clear and follow the right processes for commissioning services for more complex needs.
	16	Clear policy document to be created and shared with staff around the process for commissioning placements.	Karen Kibblewhite / Simon Barnett	31 July 2020	Commissioning team to brief social care on process. Briefings to be completed by 31st August	G	
	17	Children's social care to ensure that robust processes are in place for the quality assurance of placements for CLA and all placements have appropriate monitoring in place.	Heidi Baron/Kevin Quinn	31 December 2020	Ongoing work with Leicestershire around the quality assurance of placements on the framework	G	

CHILDREN'S SERVICES IMPROVEMENT PLAN

What Needs to Improve	Action	Action	Person Responsible	By When	Progress to Date	RAG	Impact Assurance
The housing offer for vulnerable young people and care leavers, including addressing the use of bed and breakfast accommodation	18	A new housing protocol for homeless 16/17 year olds to be put in place with expectation around offer of S20/S17 support and management sign off of this decision.	Emma Sweeny / Simon Barnett	29 May 2020	Completed. Housing protocol in place and being adhered to, being revised to make more young person friendly	G	No young people will reside in bed and breakfast accommodation Clear policy in place and followed with clear audit/data. Increase in numbers of those in staying put arrangements
	19	Fostering offer to be developed to ensure that staying put is in place.	Alison Sharp / Heidi Baron	31 October 2020	Work is ongoing in relation to this policy	G	
	20	Quarterly audit of homeless 16/17 years to ensure compliance with procedure.	Hedi Baron	31 August 2020	Audit to be completed by 31/08/2020	G	
	21	Corporate review of how Rutland responds to the local issue of housing and link with work in the local plan regarding affordable, single occupancy housing for our young people leaving care and in need of housing support	Dawn Godfrey / Penny Sharp	31 December 2020	Work on this has stalled due to Covid related priority activity. Will be progressed in autumn.	A	
The use of the pre-proceedings phase of the public law outline, to ensure that parents can make changes within a legal framework and that children come into care when they need to	22	PLO tracker in place and updated weekly by PAPS team manager	Team Manager PAPS	15 May 2020	Completed	G	Pre-proceedings work will increase- a robust tracker will be in place that can evidence the improvement in this work
	23	Monthly meetings with legal services to discuss PLO cases and ensure progression	Emma Sweeny / Lydia Bennett	29 May 2020	Completed	G	Fewer immediate issue cases will be recorded High level scrutiny of this area of practice by the children's practice oversight group and improvement board.
	24	Monthly PLO reports to practice oversight group and improvement board	Emma Sweeny / Lydia Bennett	31 July 2020	Completed	G	Impact will be measured through our quality assurance system.

CHILDREN'S SERVICES IMPROVEMENT PLAN

What Needs to Improve	Action	Action	Person Responsible	By When	Progress to Date	RAG	Impact Assurance
Early permanence planning for children	25	Head of Service will have oversight of all permanence planning at Children Looked After and At Risk Of Care Panel and permanence tracker reviewed at fortnightly practice oversight group with progress reported to improvement board	Emma Sweeny	28 April 2020	Completed	G	All children have a clear permanence plan Permanence is achieved for children without delay Data around timeliness of permanence improves IRO challenge and footprint is evident and assists in progressing children's plans swiftly
	26	Service Manager to review the permanence planning procedure to ensure that this is fit for purpose and can drive changes requires.	Lydia Bennett	31 July 2020	Completed	G	
	27	New data set around Permanence and matching to be agreed and run monthly	Emma Sweeny/Heidi Baron	31 October 2020	Work with BI is ongoing to achieve this action in timescales	A	
	28	IRO practice standards to be embedded to ensure that they champion and meet those standards for CLA. Additional IRO post to support with this emphasis.	Emma Sweeny / Lydia Bennett	30 June 2020	Completed. New IRO has been recruited and the IRO is clear around challenge as evidenced in practice reviews.	G	
	29	IRO practice alerts are followed up and monitored for progression	Lydia Bennett	30 June 2020	This is completed and ongoing.	G	
	30	IRO challenge/oversight is evident on case files and challenge is responded to by Team and Service Manager	IRO/Team and Service Managers	31 December 2020	Work with IRO's and BI around clear recording on Liquid Logic is ongoing and ensuring follow up to concern is evident.	G	
The timeliness of foster carer annual reviews	31	Panels are scheduled and clear on expectations to sustain progress already made	Fostering Manager / Service Manager		Completed	G	All carers are reviewed on time
	32	Annual report from panel chair is completed and used to inform fostering plan	Panel Chair / Fostering Manager	31 March 2021	Not due to until end of March 2021	G	Panel annual report is able to show challenge and scrutiny of carers

Agenda Item 9

Children and Young People Draft Work Plan

Meeting Date	Publication Date	Proposed Item	Why	Format
27-Aug-20	19-Aug	Item 1: Response to the OFSTED inspection of Rutland's Childrens Services /Improvement Plan	Member/ Public Concern Watching Brief	Committee Report and presentation by officer/ portfolio holder Evidence from children about the Ofsted experience?
		Item 2: Annual work plan discussion	Public interest	Introduction by Chair/ Scrutiny Officer? Approval of items/Discussion on format. (shared with committee at pre-meet).
26-Nov-20	18-Nov	Item 1: Participation and Engagement Strategy	Input to new strategy/ corporate priority	Families/ carers/ parents testimony. Report from new Engagement Officer
		Item 2: CQC Review of Health Services for Children Looked After and Safeguarding In Rutland. Health needs during the Covid period.	Carry over from last year and follow up work. Member/Public concern	Report by Health Claire Turnball/Jan Harrison
27-Jan-21	19-Jan	Joint Scrutiny of the Budget	Members' Statutory duty	Committee Report Presentation by s151 officer and Portfolio Holder for Finance
18-Mar-21	10-Mar	Item 1: Impact of Covid on Educational Outcomes	Feed into the Education Framework	Expert testimony/ presentation
		Item 2: tbc		
ALL COMMITTEES				
tbc		All committee review on affordable rented housing	Inform policy/ 50 year vision	Stakeholder/ Public testimony
Finance Scrutiny - Private				
17-Aug-20		An all Councillor update on the current financial position and our financial gap. Exploration with Members on how we might begin to close this gap		Private all Member Sessions Cllr Hemsley Cllr Brown/ Sav Della Rocca

As an addition to the draft work plan and following the return of our Young People to schools and colleges in early September, the children and young people scrutiny committee will be seeking to explore factors effecting the wellbeing and resilience of our Young People.

The committee are particularly keen to explore the following points, at a precise date yet to be determined, but ideally at an additional meeting to be held in the first few weeks of October:

1. The effectiveness of measures put in place within schools to ensure a minimising of risk to pupils AND staff.
2. Plans in place to review the impact of distance learning on GCSE and A level students, indications of pupil performance variance, and plans in place to redress this balance.
3. Review of mental health issues within the effected cohort, both pupil AND staff (we are very aware of stress on teachers)
4. Process to react to an outbreak in a school setting, both State, Special and Private, both day and boarding
5. Impact of out of county boarding residents and risk to the local community, and school community
6. Process to review Covid-19 actions within state, private and Special Needs settings.
7. An indication of the number of safeguarding referrals since the beginning of term.