

<b>OFSTED FOCUSED VISIT DEVELOPMENT PLAN</b>		
Area for development identified	Actions	Timescale/Responsible owner
<p><b>1. ‘The consistency and quality of assessments. This needs to include completing them within a child’s timescale and having a clearer focus on the child’s experiences.’</b></p>	<ul style="list-style-type: none"> <li>• Team managers will use quality assurance process and performance information to ensure the quality of assessments improves with recorded management oversight and review timescales for completion of single assessments.</li> <li>• All single assessments will be monitored at 10 and 20 days to respond to the child’s timeframe.</li> <li>• Clear reasons and rational for delay will be recorded following supervision or case discussion by team managers.</li> <li>• Embed the use of direct work tools and improve our use of observation and non-verbal cues of very young children so that their lived experiences are predominant within the assessment.</li> </ul>	<p>Weekly performance reports supported by ‘real time’ performance reporting by end of June 2019 <b>(Team managers/Service manager)</b></p> <p>By end of August 2019 – monitored through quarterly QA reporting <b>(Service manager/HOS)</b></p>
<p><b>2. ‘The consistency and quality of plans’</b></p>	<ul style="list-style-type: none"> <li>• Plans will be co-produced with children and families and are easy to understand. All plans will be child-focused, proportionate, measurable, realistic and achievable.</li> <li>• Progress of plans will be reviewed to evidence the impact of our services and clearly reflect child/family achievements.</li> <li>• Plans will only be ended when it is considered safe to do so, where evidenced changes are made and these are being sustained.</li> <li>• There will be clear evidence that plans have been reviewed and they are in line with the needs of the child.</li> </ul>	<p>Weekly performance reports supported by ‘real time’ performance reporting by end of June 2019 <b>(Team managers/Service manager)</b></p> <p>Quality assured in monthly supervision <b>(Team managers)</b></p>

	<ul style="list-style-type: none"> <li>• We aim to have one plan which will be used for Children in Need and Child Protection, to ensure a seamless transition for this families where there is significant risk. Risk will be minimised by incorporation of Safety Planning within the plan.</li> <li>• Quality and consistency of plans will be a focus for continued professional development addressed through quarterly Practice Weeks.</li> </ul>	<p>September 2019 <b>(Service Manager/HOS)</b></p> <p>Quarterly – <b>(PSW)</b></p>
<p><b>3. ‘The timeliness of children being visited who have initially been assessed as not being at immediate risk of harm but who may be in need of support.’</b></p>	<ul style="list-style-type: none"> <li>• Practice standard introduced of a child being seen within 5 working days (unless at risk of immediate or significant harm)</li> <li>• Team and service manager monitor visits on weekly basis and take action where out of timescale</li> <li>• Team managers will set out minimum visiting requirements for children at the point of allocation.</li> <li>• Clear reasons and rational for delay will be recorded following supervision or case discussion by team managers.</li> </ul>	<p>Completed and monitored as part of ongoing monthly performance reporting by senior managers <b>(Service Manager/HOS/DD)</b></p>
<p><b>4. ‘The level of challenge and consideration of impact and outcomes for children during supervision and other management oversight.’</b></p>	<ul style="list-style-type: none"> <li>• All team managers will receive Firstline Management training which has a strong focus on supporting managers to become more confident to challenge staff when appropriate.</li> <li>• Supervision will ensure plans are driven forward, plans are appropriate and meeting the needs of children and families.</li> <li>• Plans will be reviewed in supervision by team managers, to ensure drift is prevented.</li> </ul>	<p>By end of December 2019</p> <p>Immediate action but will need to be fully embedded as part of day to day business by September 2019. <b>(Team managers/Service manager)</b></p>

	<ul style="list-style-type: none"> <li>• There will be improved accountability by managers to ensure supervision offers an appropriate level of professional challenge.</li> <li>• The performance of team managers will be monitored through audits and observation of supervision by the service manager and head of service.</li> </ul>	<p>Quarterly observation of practice and reported in to senior managers at the quarterly performance meeting. <b>(HOS/DD)</b></p>
<p><b>5. ‘The impact that audits are having on individual and wider learning and on improving outcomes for children.’</b></p>	<ul style="list-style-type: none"> <li>• Audits will evidence impact on improving outcomes for children. Where impact is not evident, actions arising from audit will be specific on how to improve.</li> <li>• Principal social worker will identify key learning themes through the audit process and lead on implementing learning from these and practice development (including staff confidence and understanding of relevant procedures and how to follow them, and specific training to meet the need of any areas identified for future development.)</li> <li>• Ensure we have an external review and moderation of the quality of our case audits and quality assurance processes.</li> <li>• Engage in the East Midlands regional audit and moderation process and ‘safeguarding partnership’ multi agency audits conducted across LLR.</li> <li>• We will develop creative and meaningful ways to gather family and child feedback ensuring we capture any learning from this and use it to develop practice further.</li> </ul>	<p>By end of September 2019 and then monitored by senior managers as part of ongoing quarterly quality assurance reporting. <b>(Service manager/HOS/DD)</b></p> <p>Partially completed – need to develop the use of ‘practice weeks’ to close the loop with learning from audit. <b>(PSW/HOS)</b></p> <p>Annual external audit <b>(HOS)</b></p> <p>By October 2019 <b>(Service manager/HOS)</b></p>