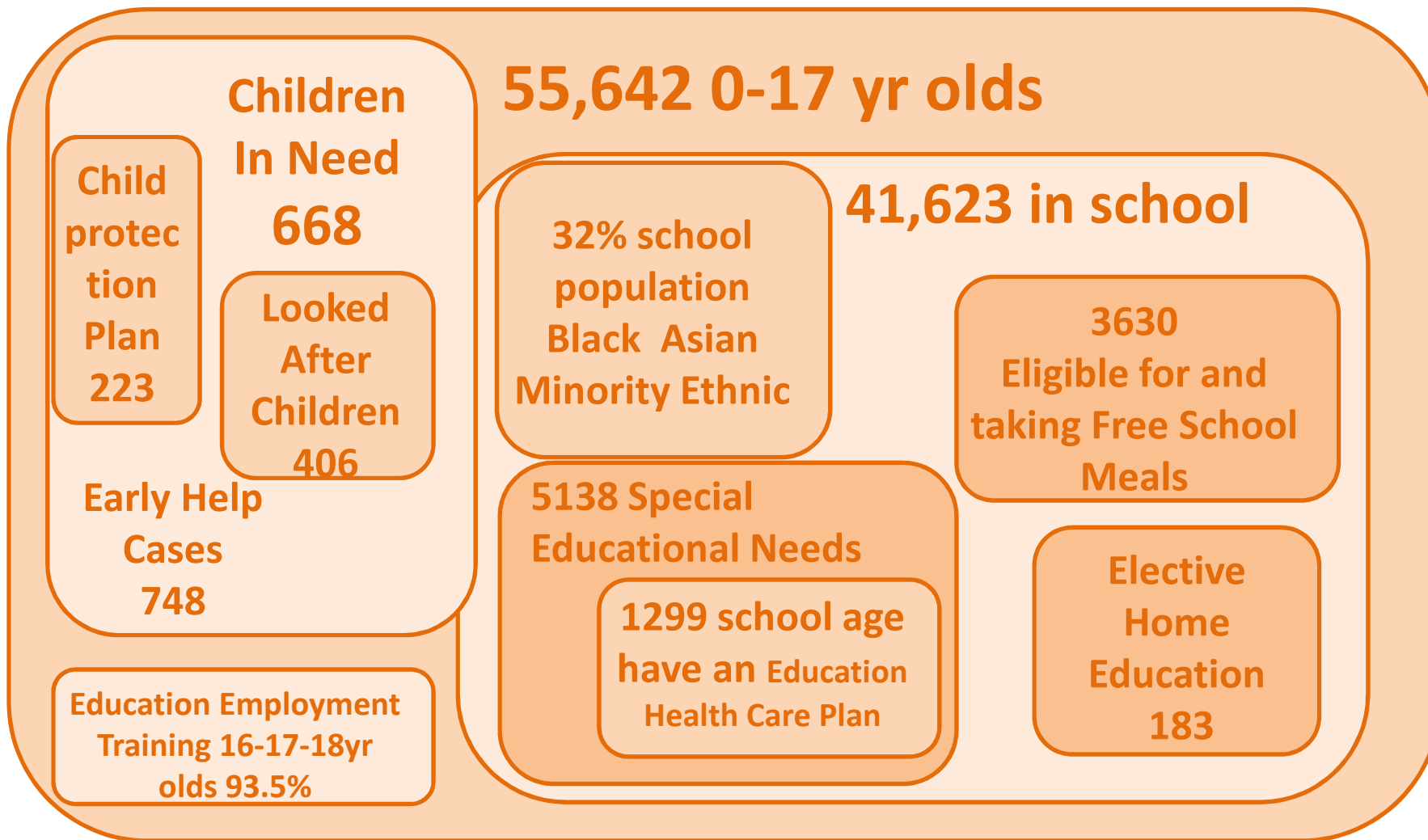


TRAFFORD CHILDREN'S SOCIAL CARE

**WITH
YOU**

**Scrutiny Committee
July 2019
Inspection of Local
Authority Children's
Services Learning &
Actions**

Children's Data at February 2019



Outcome of Inspection



Inspection of children's social care services

Inspection dates: 4 March 2019 to 8 March 2019

**Lead inspector: Paula Thomson-Jones
Her Majesty's Inspector**

Judgement	Grade
The impact of leaders on social work practice with children and families	Inadequate
The experiences and progress of children who need help and protection	Requires improvement to be good
The experiences and progress of children in care and care leavers	Requires improvement to be good
Overall effectiveness	Inadequate

What OFSTED says we need to improve

- **Senior leaders' understanding of the quality of social work practice, through accurate evaluation of performance information, and implementation of an effective quality assurance framework.**
- **Management oversight at all levels of social work practice with children in order to ensure that work is good and is helping them to achieve better outcomes.**
- **The response to all children referred to MARAT (Multi-Agency Referral and Assessment Team) to ensure timely review and effective decision-making about the help that children require.**

What OFSTED says we need to improve



- The quality of social work assessment and plans to ensure that they are effective in meeting children's needs.
- The response to children who go missing to ensure that return home interviews are completed and records of these contain information that will help reduce risk in future.
- The way in which all staff and managers listen to the voice of children to inform individual work and wider service development.

Key Messages for us from the report



Specific Areas

- **Children taking too long to come into care – too incident driven rather than planned.**
- **We are not driving discharges from care (esp Care Orders at Home) fast enough.**
- **Care Leavers Service – meeting core standards but under pressure and Pathway Plans not effective.**

What we are doing



- **Bringing in an Interim Director of Children Services with Improvement experience**
- **Agency team to implement our auditing & Quality Assurance (QA) process started 13th May.**
- **Approved additional social workers. Completed permanent recruitment – about to repeat.**
- **Agreed agency staff to expand Intensive Family Support**
- **Continued to embed the changes made to the front door during the inspection**
- **Approved recruitment of 6 additional Team Leaders (permanent)**
- **Approved a 5th Strategic Lead for Quality & Improvement**
- **Created a Shadow Improvement Board**
- **Draft Improvement Action Plan**

What is in our plan for the future

Effective Leadership

- Full Improvement Board set up with Practitioner Forum
- Full Improvement Action Plan Finalised
- Recruit a permanent Director of Children's Services
- Develop our Leaders and Managers Performance Improvement Plan (PIP) Support
- Cabinet Focus on Children's Social Care (Deputy Leader)

Voice of Child

- Research best practice to strengthen the voice of the child and resource support required.

What is in our plan for the future



Improving management oversight and quality assurance

- **Appoint our own Audit and QA Team**
- **Improved Practice Standards - management oversight and supervision**
- **Training & support for our Managers and Leaders (PIP)**
- **Develop a stronger Performance analysis approach (PIP)**

Improving the quality of Social Work Practice

- **More social workers with smaller caseloads**
- **More training and support to improve assessments with increased management oversight.**
- **Improved skill sets: Equality & Diversity, Voice of child etc**
- **Make Liquidlogic Children's System work better for us**

What is in our plan for the future

Improving the Front Door and Family Support arrangements

- Early Help at the front door fully implemented and embedded
- Early help Commissioning Strategy agreed
- External Review of our Front Door to inform new model (PIP)
- Agree the long-term plan for Intensive Family Support

Specific areas

- Review contract for children who go missing interviews
- Consider how best to implement the Children In Need Pod
- For Care Leavers – consider a dedicated Service Manager, more Personal Assistants and an Independent Reviewing Officers for Pathway Plans.