

DEVELOP						
	What do we need to achieve?	By Who?	By When?	Impact - How will we know this is done?	Progress So Far	RAG Rating
1	Culture of Reflection & Learning					
1.1	Clear lines of communication	Linda Roy	31/12/21 & ongoing	A clear communication strategy will underpin practice improvements and ensure the workforce are kept up to date	Dedicated Children's Comms lead has been established as part of the service redesign and this sits within the Practice Improvement and learning service. This post has been recruited to and successful candidate took up post in September 2021 There is an agreed programme for sharing updates, including the development of a whole service newsletter, management briefings, Head of Service Blogs. Develop communication strategy, Lunch and Learns, Leadership Forum and ensure that Practice Managers fully understand their role in enabling effective communication	
1.2	Establishment of a Quality Assurance framework	Jude Brown	01/10/22	A clear framework will exist and will be routinely used and support our understanding of the quality of practice, and then any necessary improvements.	Widely recognise that QA processes are now embedded. Sharing of lessons has been established as part of the Q&P but also the Leadership Forum on a quarterly basis. Thematic audit learning have dedicated sessions. Closing the loop activity to be strengthened in Q4 2021/22	
1.3	Established Relational Practice partners	JMcG / Jude Brown	01/09/21	An investment with relational partners, and a dedicated bespoke programme of activity, will result in workforce feeling valued, and help drive forward improvements in our practice.	There is a detailed overview report to support this part of the plan. Headlines are that the relational practice partners joined us in September 2021 and commenced a bespoke programme 'Care and Confidence' to explore with us values and how we connect these to practice. This will lay the foundations for the core skills programme that will commence in April 2022. Collaboration group has been established to develop this with practitioners and a managers programme is being developed.	
2	Workforce Development					
2.1	Improve the Long Term stability in workforce in order for practice improvement/development to get traction	All	30/04/21 & Ongoing	Figures regarding turnover of staff and exit/stay interviews will reflect stability.	This links to 'retain'. We are just starting to experience some workforce stability and therefore we expect that we can start to influence better practice improvement. Recent learning sessions on Permanence and Visits will be a focus for Quality assurance in the next quarter to test whether this has improved. Feedback from practitioners was positive about these sessions	
2.2	Deliver a comprehensive workforce development programme for practitioners and managers	Catherine Sainsbury	31/01/22	Workforce programme is evident and practitioners are accessing and engaging with this. Attendance figures will evidence good representation	Workforce programme is in place and is regularly reviewed in order to ensure this is representing current identified development needs. Managers programme is in place but this is going to be mapped out to ensure there are no gaps	

2.3	Expand opportunities for wider development	Jude Brown / Sarah Mouwasi	01/05/22	Staff will be encouraged to stay within Trafford through being supported to develop and explore other roles	This needs to be developed further however we currently have 5 SW practitioners who are currently being supported in secondment roles that offer them a different opportunity for example DSL pilot role, Discharge Project ASYE support role. A number of practitioners also have taken the opportunities to become champions for CimC's.	
3	Supervision					
3.1	A culture where supervision is valued & happens regularly and where that supervision is reflective, supportive & discusses development & opportunity.	All	Jan 22 & ongoing	Staff will feel held and supported, and encouraged to develop, through effective and regular supervision.	The supervision framework has been reviewed and refreshed as part of a practice led improvement piece of work. This was launched in November 2021. The first audit has been completed for the March Q&P meeting to report on impact Supervision audits will include conversations with practitioners about how they have experienced supervision. A tracker has been developed to monitor performance. Feedback from practitioners will be gathered regarding their experience of supervision as part of Head of Service audits of supervision in their service	