

Our Vision

The RAD Unit will ensure that plans for children and families meet individual needs and give full consideration to their wishes and feelings. We ensure that children and young people are safeguarded, and treated with respect. We hold partners accountable for the service they provide, minimise delay, and promote positive outcomes for children and families.

Our Priorities

1. Strengthen the voice of the child
2. Fully engage the child's family and wider support network in everything we do
3. Monitor the quality of practice through increased audit activity
4. Improve compliance measures for the Review and Development unit
5. Improve multi-agency working
6. Strengthen IRO Challenge
7. Improve multi-agency working
8. Improve oversight of permanence planning and Care proceedings for children and young people

What we will do

Improve Practice

- Increase the number children seen before Looked After Reviews to 98%
- Make sure child-friendly consultation documents are available to all young people
- Improve the quality of Looked After Reviews so that children are central to decision making and plans progress in a timely way
- Make sure family and significant others have the opportunity to participate
- Produce child-friendly outcomes from meetings
- Make sure Children know their rights



Improve Processes

- Improve the quality of audit so that learning improves practice
- Establish a mechanism for feeding back on learning from audit and challenge
- Increase the number of child protection and looked after reviews held within timescales to 98%
- Strengthen IRO Challenge when plans for permanence are not available for the 4-month decision making review
- Strengthen the role of IRO in Care Proceedings

Work Together

- Provide training and support to Social Care and partners
- Provide opportunities for our most vulnerable children to have a say
- Strengthen relationships with CAFCASS
- Contribute an independent perspective to MAL-AP and Safeguarding Partnership Sub Groups



How will we know if we've made a difference?

- More children participate in and co-chair their looked after review
- The child's family meaningfully participate in reviews
- Children tell us through feedback that they are happy, they feel safe and that they are listened to
- Children, families and professionals will receive easy to understand outcomes in a timely way
- Robust Reviews ensure that children/young peoples plans are progressing and children have timely plans for permanence
- Partners contribute in a meaningful way to plans and reviews
- More children and young people access advocacy and independent visitor service
- The RAD unit will meet regularly with Children's Care and the DCS to provide an overview of challenge and learning from audit which will lead to improved practice
- Audits demonstrate that practice is improving
- Performance Data will tell us that more reviews are held in timescales
- Challenge will be robust and timely and have a positive impact on the outcome for the child
- There will be a strong working relationship between RAD unit and CAFCASS

