

**CHILDREN AND LEARNING SCRUTINY PANEL
SAFEGUARDING AND CHILDREN IN CARE – ACTION PLAN**

DATE: 7 JUNE 2016

SCRUTINY RECOMMENDATION	PROPOSED ACTION	POST TITLE	BUDGET COST	TIMESCALE
<p>a) That the Local Authority’s Market Position Statement contains detailed information on strategies and measures that will be used:</p> <ul style="list-style-type: none"> • To develop a common and shared perspective of supply and demand for care services. • To seek active cooperation of providers. 	<ul style="list-style-type: none"> • The market position statement is being reviewed and will include the revised demand information being developed in the first quarter of 2016/17 from the service area. In addition the market supply is being revised and will be refreshed in the revised version. 	<p>Head of Commissioning and Procurement</p>	<p>N/A</p>	<p>The revised MPS will be complete by end September 2016</p>
<p>b) That the Virtual School conducts a review of the support that is offered to children in care in primary and secondary schools and works to implement best practice across the sectors, using the sub-group’s findings as a basis for evidence gathering.</p>	<ul style="list-style-type: none"> • A review of primary and secondary school effectiveness of provision for LAC using Virtual School Self Evaluation framework. • PALEC Institute of Education Research project 	<p>Virtual School Headteacher for Looked After Children</p>	<p>No additional cost</p>	<p>Sept 16 Review, post designated teacher training May-July 16</p> <p>Robust and regular School LAC Self Evaluations in place by Jan 17</p>
<p>c) That the Virtual School facilitates and supports the development of a forum,</p>	<ul style="list-style-type: none"> • To provide training, advice and support to Designated teachers for 	<p>Virtual School Headteacher for</p>		<p>Monthly designated</p>

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<p>whereby designated teachers are invited to meet with key professionals from the Local Authority and the health sector to share best practice, expertise, take early preventative action and commission services.</p>	<p>Looked After Children to enable schools to discharge their responsibilities for children in care.</p> <ul style="list-style-type: none"> Event to inform social workers and designated teachers of ADCS/REES research 	<p>Looked After Children</p>	<p>No additional cost</p>	<p>teacher forum May 16</p> <p>MAP training event in June 16</p>
<p>d) That the Virtual School works with schools to facilitate and effectively manage an extended transition between primary and secondary education, ensuring children in care are provided with effective and seamless support.</p>	<ul style="list-style-type: none"> To improve the attendance and prevent exclusions of Looked After Children. Particular emphasis on Y6-Y7 transition Pupil Premium award to schools to ensure smooth transition arrangements bespoke approach 	<p>Virtual School Headteacher for Looked After Children</p>	<p>8.5K Pupil premium funding per child</p>	<p>Bespoke transition package detailed in Summer 16 PEP</p>
<p>e) That the Local Authority engages with schools to:</p> <ul style="list-style-type: none"> Actively promote the use of the pupil premium to access additional tuition and one-to-one support Ensure that the pupil premium is primarily used to improve the educational attainment of those entitled to the funding. 	<ul style="list-style-type: none"> MAP action plan to ensure disadvantaged children are well taught and reach National averages Monitoring of pupil premium- Dr M Cockerill has undertaken a study for Tees Valley. LA has requested further support for the sharing of best practice and monitoring. 	<p>Asst. Director, Learning & Skills</p>	<p>Costs payable by schools/ MAP</p>	<p>Autumn 2015</p> <p>Summer 2016-17</p>
<p>f) That the Virtual School put measures in place to ensure:</p> <ul style="list-style-type: none"> That the PEP process is streamlined – each PEP being completed 	<ul style="list-style-type: none"> Virtual Head to meet with E PEP providers. Visit other LAs using E PEPS e.g. R&C 	<p>Virtual School Headteacher for Looked After Children</p>	<p>Costing identified through tender</p>	<p>June 16</p> <p>May 16</p>

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<p>electronically and the document being held in one centralised location, enabling all the relevant people to access, develop, review and update the document as and when required.</p> <ul style="list-style-type: none"> • That each PEP details specific steps that inform pupils what it is they need to do to progress. • That social workers undertake a central role in the PEP process (this links with recommendation h) • That each PEP contains information on how the school uses the pupil premium to raise the attainment of that particular child in care. 	<ul style="list-style-type: none"> • Peps to be streamlined and uploaded straight onto LCS system. • LCS Staff training 30th March • SMART targets linked to progress steps • Change of emphasis towards designated teachers and social workers to facilitate the PEP system. Virtual School to monitor and ensure quality assurance of PEPs relating to impact of Pupil premium spend. • Pupil Premium provision map included in the PEP 		<p>process (circa 10k)</p>	<p>Completed March 16</p> <p>May 16</p> <p>Sept 16 post designated teacher and social worker training</p> <p>June 16</p>
<p>g) That the Local Authority works in partnership with CPOMS company:</p> <ul style="list-style-type: none"> • To encourage every Middlesbrough school to sign-up to the CPOMS. • To investigate whether CPOMS could be used by the Local Authority to track the progress of individual child cases. 	<ul style="list-style-type: none"> • Contact the CPOMS company and ensure an audit of practice is undertaken • CPOMS can be used by the Local Authority to track the progress of individual child cases in agreement with schools 	<p>Asst. Director, Learning & Skills</p>	<p>Costs to schools</p>	<p>June – Dec 2016</p>
<p>h) In respect of all the organisations involved in providing services for children in care -</p>	<ul style="list-style-type: none"> • Multi agency Children Looked after group (CLAG) to develop protocol 	<p>Head of Placements &</p>	<p>No additional</p>	<p>May – Aug 2016</p>

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<p>that a joint working protocol is developed that outlines the responsibilities of each professional, what each organisation can expect from the other, how the work will be managed and when and how information should be shared across organisations.</p>		Looked After Children	cost	
<p>i) That the Local Authority works with the health sector to:</p> <ul style="list-style-type: none"> • Investigate ways to improve access to services for children and young people placed outside of the Middlesbrough area, therefore, ensuring timely access to appropriate health and mental health services. • Implement mechanisms to ensure schools can gain access to expert advice and guidance from the Specialist Nurse for LAC and the LAC Practitioner for CAMHS - in respect of Middlesbrough's children in care. 	<ul style="list-style-type: none"> • Multi agency Children Looked after group (CLAG) to ensure timely access to health service for children placed outside of Middlesbrough • Establish pathway for schools to access the Specialist Nurse for LAC and the LAC Practitioner for CAMHS for advice and guidance to support Middlesbrough children in care. 	Head of Placements & Looked After Children	No additional cost	May – Aug 2016
<p>j) That the Health Scrutiny Panel investigates the provision of services to promote the emotional and social wellbeing of all young people.</p>	<ul style="list-style-type: none"> • That the subject has been added to the Health Scrutiny Panel Work Programme for 2016-17 for discussion by the Panel in June 2016. 	Head of Democratic Services	No additional cost	June 2016
<p>k) That the Local Authority implements measures to ensure that information obtained from strengths and difficulties</p>	<ul style="list-style-type: none"> • SDQs to be audited annually to ascertain gaps in provision, inform commissioning re requirements and 	Head of Placements & Looked After	No additional cost	Annually

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<p>questionnaires (SDQs) is used and analysed effectively to:</p> <ul style="list-style-type: none"> • Determine the scale of the emotional/behavioural problems of children in care in the area, therefore helping to inform the appropriate levels of service provision. • Provide an indication on how effective the service provision provided is in meeting the needs of children in care. 	<p>feed into quality monitoring of current provision</p>	<p>Children</p>		
<p>l) That the Specialist Nurse for LAC remains located in the Pathways Team.</p>	<ul style="list-style-type: none"> • It has been confirmed that the Specialist Nurse for LAC will remain with the Pathways Team 	<p>Head of Placements & Looked After Children</p>	<p>No additional cost</p>	<p>Completed</p>
<p>m) That the feedback received from applicants, attending the Family Placement Panel, is collated and analysed to support continuous improvement in Children's Services.</p>	<ul style="list-style-type: none"> • Questionnaires to be devised and used for all attendees to panel. • Resource worker to collate the responses and shared in an appropriate format 	<p>Family Placement Manager</p>	<p>No additional cost</p>	<p>September 2016</p>
<p>n) That the Local Authority reviews arrangements to ensure that working relationships are improved between foster carers, social workers and the contact team.</p>	<ul style="list-style-type: none"> • Meeting between all parties planned in the next 2 months - this meeting will inform the strategy going forward and could potentially include the contact team attending the regular foster carers' forum, the development of an evaluation/feedback sheet for foster carers to 	<p>Family Placement Manager</p>	<p>No additional cost</p>	<p>Meeting – June 2016 Feedback - continuous</p>

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	complete to be sent to the contact team/SW's.			
o) That the Local Authority financially invests in networking to recruit more foster carers, particularly for older children and teenagers	<ul style="list-style-type: none"> Invest in targeting marketing, including networking to reach out to potential foster carers 	Head of Placements & Looked After Children	Internal marketing. Initially, may require external marketing specialist which may incur additional cost	May – Oct 2016
p) That the Local Authority continues to work with children's homes and that a working group is established to identify, discuss and implement best practice across the sector. The primary aim of the group being to achieve and sustain an outstanding status for children's homes - using Ofsted's research and analysis documents. Furthermore, that Children's Services facilitate Regulation 33 visits, therefore ensuring visits are undertaken regularly.	<ul style="list-style-type: none"> "The Children's Homes Forum" is currently in place and its purpose is to ensure the continuous improvement of the homes. Regulation 44 (previously Regulation 33 visits) are regularly undertaken. 	Head of Residential Homes & Resources	No additional cost	Completed
q) That the Local Authority develops a detailed action plan to improve the participation of care leavers in education, employment and training.	<ul style="list-style-type: none"> A detailed plan of action will be included the Pathways team plan for 2016/17. To include objectives and milestones. 	Head of Placements & Looked After Children	No additional cost	April – June 2016

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<p>r) That the Pathways Team makes every effort to ensure completion of post-18 and post-21 questionnaires and that information obtained is collated and analysed in order to improve service delivery.</p>	<ul style="list-style-type: none"> System to be implemented by Pathways to maximise completion of post-21 questionnaires and analyse to inform practice developments. 	<p>Head of Placements & Looked After Children</p>	<p>No additional cost</p>	<p>September 2016</p>
<p>s) That the Local Authority:</p> <ul style="list-style-type: none"> Implements a recruitment campaign to actively recruit to the social worker vacancies. Undertakes a review of the current staffing structure of the IRO service. Works with other local authorities in the region to identify and address recruitment and retention issues. 	<ul style="list-style-type: none"> A recruitment and retention group has been established to specifically address retention. Review functions and Capacity Review alternative delivery models Restructure delivery in conjunction with Council Policy and Protocol Agenda for VCSN 	<p>Head of Assessment & Care Planning</p> <p>Head of Initial Response, Quality & Standards</p> <p>Asst. Director, Safeguarding & Children's Care/ VCSN</p>	<p>No additional cost</p>	<p>R & R group meets bi monthly</p> <p>June 2016 August 2016 Sept-Dec 2016</p> <p>29/04/2016</p>
<p>t) That the Local Authority develops a more efficient monitoring system and parallel support mechanisms to ensure that all care plans are sufficiently specific and measurable to drive progress and enable effective monitoring and review.</p>	<ul style="list-style-type: none"> Ensure QA tools for care plans are fit for purpose. Coach Managers (particularly new managers) in application. It has been agreed to develop a monitoring and review process 	<p>Head of Assessment & Care Planning</p>	<p>No additional cost</p>	<p>June – Sept 2016</p> <p>Group meeting bi-monthly</p>

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<p>u) That the Local Authority arranges formal training for Councillors, which provides an overview of the role and functions of the corporate parent and supports them to champion the needs and interests of children in care.</p>	<ul style="list-style-type: none"> • Head of Democratic Services to liaise with the Head of Placements & Looked After Children on training content, its timing and Member involvement. 	<p>Head of Democratic Services / Head of Placements & Looked After Children</p>	<p>No additional cost</p>	<p>September 2016</p>
<p>v) That the Local Authority implements practices to ensure corporate parenting responsibilities are considered across all services.</p>	<ul style="list-style-type: none"> • Asst. Director to provide overview of role and function of offers as corporate parents at Management Network. 	<p>Asst. Director, Safeguarding & Children's Care</p>	<p>No additional cost</p>	<p>September 2016</p>