

North Tyneside Safeguarding and Looked After Children Services

Inspection 2012

Action Plan 2012-2013

		Safeguarding		
Area for Improvement	Action to be taken	Outcomes Required	Lead	Monitoring
1. Improve the effectiveness of arrangements with the police for the risk management of information where there may be concerns about children, including sharing domestic violence notifications with health colleagues	<p>Northumbria Police have approved a redesign of the Public Protection Unit (PPU); implemented during the summer of 2012.</p> <p>An effective system for the sharing of Child Care Notifications with health colleagues will be co-ordinated by the PPU and health : the infrastructure to develop the system is being discussed.</p>	<ul style="list-style-type: none"> Practitioners working closely with families will be aware of all relevant information 	DCI Max Black (Northumbria Police)	The Local Safeguarding Children Board (LSCB) will oversee the progress made to respond to this recommendation
2. Ensure effective contribution by the police to strategy meetings.	The service redesign of the Public Protection Unit will ensure police staff are available to attend key child protection meetings	<ul style="list-style-type: none"> Improved information sharing will ensure speedy and effective child protection planning 	DCI Max Black (Northumbria Police)	The LSCB will oversee the progress made to respond to this recommendation.
3. Ensure the views of children and young people are	A guidance note will be provided to staff to remind them of the	<ul style="list-style-type: none"> Children, Young People and their families commitment to and ownership of plans will 	Cath McEvoy (Safeguarding Operations)	The social work Quality Assurance Panel will monitor the

<p>consistently gathered and recorded in all assessments and plans</p>	<p>requirement to record the views of children and young people in the relevant sections of assessments and plans. An audit of effectiveness will be provided to the Quality Assurance Panel</p>	<p>be clear</p>		<p>progress made to respond to this recommendation</p>
<p>4. Improve the response to learning from Serious Case Reviews SCR's), audits and the quality assurance panel to ensure the action plans resulting from quality assurance activities are properly evaluated and lead to demonstrable improvement to services.</p>	<p>The LSCB will progress a research project (in 2012) with Northumbria University to consider the impact of the learning from SCR's.</p> <p>The terms of reference for the Quality Assurance Panel will be reviewed to ensure audit processes focus on overall effectiveness.</p> <p>The North Tyneside quality assurance framework will be reviewed against the</p>	<ul style="list-style-type: none"> • The LSCB will demonstrate the learning and impact of SCR's • Audits will focus upon compliance to procedures AND quality of practice. Professional feedback to staff for service improvement will be provided. • Audits undertaken will be independent of service delivery and be shown to be rigorous and robust • An evaluative approach to audit activity will lead to improved services for children, young people and families. • The council and partners will be assured of practice improvements occurring as a result of action plans 	<p>Sue Burns (LSCB Manager) Angela Glenn (Fieldwork Manager) Mark Longstaff (Head of Commissioning resources and Support)</p>	<p>The LSCB and Children and Young People and Learning Board will monitor the progress made in response to this recommendation</p>

	Local Government Improvement and Development publication 'improving Local Safeguarding Outcomes' to develop a whole system change in quality assurance methods.			
5. Northumbria Healthcare NHS Foundation Trust (NHCFT) to complete training needs analysis to identify those staff that require safeguarding children training. This analysis should lead to action to ensure that all staff are appropriately trained.	The training needs analysis has been undertaken and concluded. Those staff requiring levels 1,2 and 3 training have been identified.	<ul style="list-style-type: none"> The numbers of staff trained in safeguarding practice will continue to improve Staff will be trained to an appropriate level for effective safeguarding practice 	Rosemary Stephenson (NHCFT)	The NHCFT Safeguarding Board and the LSCB will monitor the progress made in response to this recommendation
6. Northumbria Healthcare NHS Foundation Trust Safeguarding Committee should ensure that it fulfils	The Safeguarding Committee has begun a review. The review will consider the roles and responsibilities of the committee. The	<ul style="list-style-type: none"> The Safeguarding Committee of the Northumbria Healthcare Foundation Trust will provide a plan that coordinates and drives forward safeguarding 	Rosemary Stephenson (NHCFT)	The NHCFT Safeguarding Board and the LSCB will monitor the progress made in response to this recommendation

<p>its responsibilities to coordinate activity on safeguarding children practice across the organisation.</p>	<p>first workshop was held on the 25th May 2012 . A second workshop is planned for July 2012.</p>	<p>practice in the Foundation Trust</p>		
<p>7. Ensure that child protection and children in need plans are SMART (specific, measurable, accountable, realistic and timely), and focused consistently and appropriately on the identified needs of, and risks to, children and young people.</p>	<p>Further utilisation of the Children’s Case Management System (CCM) flexibilities will improve the child protection format to ensure plans are fully detailed.</p> <p>A task and finish group has been established of fieldwork and CCM staff together with IRO’s to devise a child protection plan template for use in child protection conferences.</p>	<ul style="list-style-type: none"> Plans will include improved detail of what changes are required of the family and how progress will be measured. 	<p>Sue Burns (LSCB Manager) Angela Glenn (Fieldwork Manager)</p>	<p>The LSCB will oversee the progress made in response to this recommendation.</p>
<p>8. Ensure that thresholds for the use of Common Assessment Framework (CAF) are appropriately</p>	<p>Consultation with staff on a proposed re-design of preventative and early help services for 0-19 year olds is ongoing. Specification</p>	<ul style="list-style-type: none"> Effective use of the CAF will be in evidence across the full range of need presented by children and young people and their families. 	<p>Paul Cook (Head of Preventative and Safeguarding Services)</p>	<p>The CYPL Board will oversee the progress made in response to this recommendation.</p>

understood across all agencies and that where they are undertaken their focus is clear.	for the service includes the embedding of a single assessment process that will lead to an effective team around the child being put in place for families in need.			
		Looked After Children Services		
Area for Improvement	Action to be taken	Outcomes Required	Lead	Monitoring
1. Ensure that increased resources within the Independent Reviewing Officer (IRO) service result in the service being in line with statutory guidance on care planning.	CYPL will recruit an additional IRO to the service.	<ul style="list-style-type: none"> Looked after children will benefit from all aspects of the Care Planning Regulations being fulfilled The IRO service provides challenge and scrutiny through reporting to the CYPL Directorate, on the services provided to looked after children. 	Sue Burns (LSCB Manager)	The Multi-Agency Looked After Partnership (MALAP) will oversee the progress made in response to this recommendation
2. Commissioners and Northumbria Healthcare NHS Foundation Trust to develop a clear priority pathway for looked after children and young people to access emotional	NHCFT commissioners , Looked After Children lead and the Child Adolescent Mental Health Service lead are responding to the need to develop the pathway and have established a meeting	<ul style="list-style-type: none"> Looked after children and young people will be identified as a priority group for CAMHS services 	Rosemary Stephenson (NHCFT)	The MALAP will oversee the progress made in response to this recommendation

health and well-being services without delay	programme to take it forward			
3. Improve the quality of written pathway plans and ensure that they drive the delivery of effective multi-agency services to care leavers	<p>The Service Improvement Plan for the Care Leavers team will identify this as a priority in 2012.</p> <p>Engagement with the Research and Intelligence Team will develop a revised Quality Assurance process in the Care Leavers Team that will ensure the Pathway Plans are of a high quality</p>	<ul style="list-style-type: none"> Effective Pathway Plans will drive high levels of inter-agency working to ensure excellent outcomes for care leavers continue. 	Paula Clough (Corporate Parenting Manager)	The Corporate Parenting Committee will oversee the progress made in response to this recommendation
4. Produce a SMART action plan for the implementation of the health passport for young people leaving care.	<p>The Service Improvement Plan for the Care Leavers team will identify this as a priority in 2012.</p> <p>A consultation group of care leavers will be engaged with the Care Leavers Team to develop the Action Plan.</p>	<ul style="list-style-type: none"> Care leavers will benefit for a comprehensive health summary being available to them to use with their GP. 	Paula Clough (Corporate Parenting Manager)	The Corporate Parenting Committee will oversee the progress made in response to this recommendation.
5. Review the	Service Improvement	<ul style="list-style-type: none"> Looked after children will 	Cath McEvoy	The Corporate

delivery of life story work for those children and young people looked after long term	Plans in the fieldwork sector will identify this as a priority in 2012. Life Story work training will be strengthened in 2012 to address the issues raised.	have a fuller understanding of their 'journey' as children in care	(Safeguarding Operations Manager)	Parenting Committee will oversee the progress made in response to this recommendation
6. Ensure awareness amongst looked after children and young people to their entitlement to an advocacy service.	The fieldwork sector will consult with the Children in care Council to bring about improvements in awareness of the Advocacy service.	<ul style="list-style-type: none"> Looked after children and young people will have access to a service independent of the council. 	Cath McEvoy (Safeguarding Operations Manager)	The Corporate Parenting Committee will oversee the progress made in response to this recommendation
7. Ensure that challenging and reflective supervision is available consistently across children's services.	The lessons taken from implementing reflective supervision in the fieldwork sector will be put into an action plan to ensure successful implementation in the adoption and fostering service.	<ul style="list-style-type: none"> Staff will be appropriately challenged and supported in their work 	Paula Gibbons (Manager: Fostering and Adoption Service)	The CYPL Directorate Leadership Team will monitor progress made in response to this recommendation
8. Review the resourcing and line management arrangements for the designated nurse to ensure that these meet	The role and responsibilities of the post-holder are being assessed to identify capacity and the demand for the service.	<ul style="list-style-type: none"> Looked after children will continue to have their health needs appropriately assessed and subsequently met 	Rosemary Stephenson (NHCFT)	NHCFT Board and the MALAP.

national guidance and are sufficient to meet the needs of the developing looked after children's health service.	An action plan will be developed and actioned			
9. Introduce electronic record keeping for the fostering and adoption service	A task and finish group is to be established between the fostering and adoption team and the CCM team to plan the successful introduction of electronic recording in the fostering and adoption team	<ul style="list-style-type: none"> A seamless recording system across all social work teams will support effective care planning. 	Paula Gibbons (Manager :Fostering and Adoption Service)	The CYPL Directorate Leadership Team will monitor progress against this recommendation
10. Improve partnership working with parents of looked after children and young people to ensure that they are kept informed of key events in their children's lives.	A task and finish group will be established between Families in Care (a C+V sector representation group for the parents of children in care) and social workers; to put in place an improved system for ensuring better communication and planning with the parents and carers of those children in care	<ul style="list-style-type: none"> Parents and grandparents will be assured that they are fully engaged in the care planning for their children. 	Cath McEvoy (Safeguarding Operations Manager)	The Corporate Parenting Committee will monitor progress against this recommendation.