



North Tyneside Council

Post-Inspection Action Plan

North Tyneside Council has prepared this response in compliance with The Education and Inspections Act 2006 (Inspection of Local Authorities Regulations 2007) following publication on 13 June 2017 by Ofsted of the report on their inspection North Tyneside Council's services for children in need of help and protection, children looked after and care leavers.

	Ofsted Recommendation	Actions that will be taken	By when	Measure of Success that will be used
1.	Ensure that assessments are regularly updated to reflect the changing needs of children and that they fully consider children's identities, contingencies and research.	a. Early Help Assessments to be regularly and systematically updated with an assessment of a child's needs.	31/10/2017	All assessments for all children and young people, regularly and systematically updated, with Early Help Assessments no more than six months old and an accurate reflection of the needs of the child.
		b. The Single Assessment to be used as the updating Social Work Report to Review Child Protection Conference and Looked After Review, facilitating the regular and systematic updating of the assessment of a child's needs.	31/10/2017	All assessments for all children and young people, regularly and systematically updated, with Single Assessments no more than six months old and an accurate reflection of the needs of the child.

	Ofsted Recommendation	Actions that will be taken	By when	Measure of Success that will be used
		c. Training of all practitioners undertaking assessment in how to clearly record a child's ethnic, cultural and religious heritage, disability and communication needs and how to consider the implications of these factors in assessment, planning and intervention.	31/12/2017	All assessments for all children and young people include an accurate record of a child's ethnic, cultural and religious heritage, disability and communication needs and a consideration of the implications of these factors.
		d. Training of all practitioners in the Signs of Safety model of practice, including how to construct clear and concise 'Danger Statements' and 'Bottom Lines' with which to inform contingency arrangements that manage risk effectively.	30/11/2017	Early Help Assessments, Single Assessments and Plans clearly record and articulate contingency arrangements.
		e. All Social Workers to have access to the 'cclnform' research website, awareness of the contribution that it can make to high quality assessment and intervention and trained on how use the website to inform their practice	30/09/2017	Social Work practice with children and young people, parents and carers informed by up-to-date, relevant and evidence-based research.
2.	Ensure that support to children who are privately fostered is timely, managed well and effectively meets the needs of children.	e. Designated Manager for Private Fostering responsibilities will transfer to another manager	11/09/2017	New Designated Manager appointed with proactive understanding of Statutory requirements of the role
		f. The management of Private Fostering Notifications, Assessment, Review and Statutory Visiting to be transferred to the MASH and Social Work Assessment Teams to ensure a timely and effective response	30/09/2017	MASH and Social Work Assessment Teams ensure that notifications are promptly responded to, high quality assessments undertaken and children and young people subject to Private Fostering arrangements, parents and carers appropriately supported

	Ofsted Recommendation	Actions that will be taken	By when	Measure of Success that will be used
		g. Quality Assurance Audit Tool for Private Fostering cases developed and implemented	31/10/2017	New QA framework implemented with audit activity providing assurance that children and young people subject to Private Fostering have their needs effectively met
		h. General awareness of Private Fostering Regulations by Social Workers improved through Staff Briefings and Learning Forums.	31/12/2017	Social Work staff group fully aware of statutory framework relating to Private Fostering
3.	Improve the timeliness with which designated officers complete investigations.	i. Increase the capacity of the LADO Service from current single post holder for greater resilience and improved performance.	30/09/2017	Two Designated Officer posts.
		j. The LADO Service transferred to the MASH (Multi-Agency Safeguarding Hub).	30/09/2017	Effective, timely responses to the management of allegations against those who work or volunteer with children.
		k. The LADO Service Case Management System for recording case work transferred onto Liquid Logic LCS.	31/03/2018	LADO Service record and monitor progress of investigations on a bespoke, single view case management system.
4.	Improve the oversight of IROs of the progress of plans between child protection conferences and between children looked after reviews, and evidence this on the child's records.	l. Change to the recording of the Mid-Point Review process by developing and implementing a 'Midway Monitoring Form' to enable clear recording on the child's record of the oversight of the Independent Reviewing Officer in relation to progress of Child Protection Plans and/or Care Plans.	31/08/2017	Consistent and effective practice by IRO's in relation to the monitoring and recording of progress of Child Protection Plans and/or Care Plans and evidence of this activity on the child's record.

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		m. IRO Quality Assurance Framework to be amended to include monitoring and review of Mid-Point Review process.	31/08/2017	Mid-Point Reviews by IRO's are consistently undertaken, of good quality and contribute to improved outcomes for children and young people.
5.	Ensure that life story work and later life letters are of consistently good quality and completed in a timely way to ensure that children and their adopters have a clear understanding of a child's history in preparation for placement and for later life understanding.	n. Creation of a 'Permanency Champion' post to support, review and champion timely and effective care and care planning for children and young people, including Life Story work and Later Life letters.	31/10/2017	Every child or young person with a plan for permanence has timely commencement and completion of high quality Life Story Work and a Later Life Letter as appropriate.
		o. Training of all Social Work Staff on the preparation and completion of Life Story Work and Later Life Letters	31/12/2017	Life Story Work and Later Life Letters prepared for children, young people and their permanent carers are of high quality and support a clear understanding of the child's history.
6.	Ensure that supervision for all staff is consistently of good quality because it is reflective, directive, regular and well recorded.	p. Training of all Supervisees and Supervisors in the Signs of Safety model of practice, including how the approach supports and underpins good quality reflective and directive Case Supervision.	30/11/2017	Case Supervision is of high quality, underpinned by and consistent with the Signs of Safety model
		q. The Supervision Policy is changed to be consistent with, reflect and facilitate the Signs of Safety model of practice	30/11/2017	Case Supervision is underpinned by and consistent with the Signs of Safety model
		r. Review, development and implementation of performance management information relating to Supervision	30/09/2017	The regularity of Case Supervision is monitored, with any deficits in performance robustly addressed

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		s. Introduction of Direct Observation of Supervision by Senior Managers as part of quality assurance activity	01/01/2018	The quality of Case Supervision of Social Workers is assured by Senior Managers
		t. Review, development and implementation of enhanced question set in relation to the experience of Supervision as part of the bi-annual Social Workforce Health Check	30/09/2017	The quality, regularity and perceived experience of Case Supervision is assured through the bi-annual Social Workforce Health Check
		u. The recording of Case Supervision recording case work transferred onto Liquid Logic LCS.	31/03/2018	Case Supervision is recorded on the child's record on Liquid Logic LCS
7.	Ensure that actions identified as a result of audits are specific and measurable and have timescales.	v. Change the format of planning documents resulting from audit activity to a format which facilitates SMART Planning, with a particular emphasis on more specificity of actions and success measures and more precise timescales.	31/12/2017	Audit activity results in SMART Action Plans which directly contribute to improved outcomes for children and young people, parents and carers

Endorsement of Plan

Signature

Ms. Jacqui Old
Director of Children and Adults Services

Date:

Signature

Cllr. Ian Grayson
Council Member for Children, Young People and Learners

Date: