

# **Rotherham Children and Young People's Services**

## **Action Plan Ofsted ILACS Inspection Action Plan**

**14 November 2022**



***Our Children – Resilient, Successful, Safe***

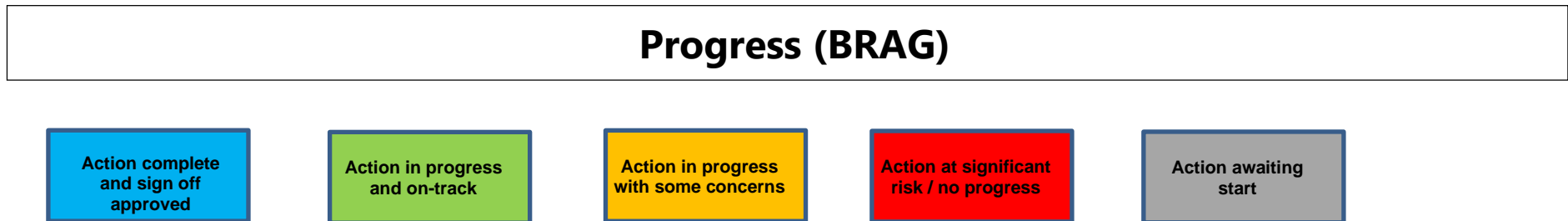
# Section 1 - Purpose of the Action Plan and Governance

This document gives an overview of the progress against each of the four 'What Needs to Improve' findings from the Ofsted ILACS Inspection in June 2022. Findings from inspections are managed as part of our improvement, planning and quality assurance processes. Progress is monitored in the Children and Young People's Services (CYPS) Improvement Plan and reported for review and challenge on a quarterly basis to the Directorate Leadership Team.

Actions advised as complete are submitted to the CYPS Evidence Challenge Panel (ECP) where the action owner presents evidence to provide assurance that the action is complete, and the desired outcomes have been achieved. Once approved this is then submitted to the CYPS Directorate Leadership Team for formal sign off to close.

Progress against actions within each priority will be rated as follows:

## Progress BRAG



## Section 3 – Action Plan

### 1. Consideration of previous history and current circumstances when responding to ‘front door’ contacts and child protection concerns

#### From the report Ofsted told us:

- During the initial screening for non-urgent situations, staff at the front door are not always fully considering previous involvement with children’s social care. This resulted in a small number of children not being provided with the appropriate level of intervention at the earliest opportunity. However, no children were seen to be at risk from this (Para 2).
- The quality of child protection enquiries is generally comprehensive in considering the current situation for the child and the impact of the child’s previous history and concerns. However, for a very small number of children, the investigation focused on the current concern without fully taking into consideration historic and contextual concerns (Para 7)

#### Expected Outcome

The deep dive audit demonstrates that the Front Door fully considers the child’s previous history and current circumstances and that children get the right service at the right time.

Ref.	Action	Target End Date	Lead Officer	Progress
1.1	Undertake weekly dip sampling of NFA contacts to ensure that history is considered and has assisted in informing decision making.	July 2022	HoS First Response	<b>Action Complete</b> Sign off approved at the Evidence Challenge Panel on the 14 November 2022 and DLT 15 <sup>th</sup> November 2022.
1.2	Review all pre-screening activity to ensure previous history is considered.	July 2022	HoS First Response	<b>Action Complete</b> Sign off approved at the Evidence Challenge Panel on the 14 November 2022 and DLT 15 <sup>th</sup> November 2022.
1.3	Review and share MASH Practice Standards with all MASH staff.	November 2022	HoS First Response	<b>Action Complete</b> Sign off approved at the Evidence Challenge Panel on the 14 November 2022 and DLT 15 <sup>th</sup> November 2022.
1.4	Implement revised process to complete a full screen where 3 contacts have been made in a 6-month period, to consider fully the history and impact for the child. Where there is a deviation away from this process Management oversight to be recorded.	November 2022	HoS First Response	<b>In progress – on track</b>

	<p>Undertake case files audits to ensure that this practice is embedded and leads to the right decisions for children, and present findings to the Leadership Learning Group and Performance Assurance Day. The Leadership Learning Group will ensure that relevant findings from audit activity informs practice and learning.</p>		<p>Head of Safeguarding &amp; Quality Assurance</p>	
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## 2. Assessment of the identity needs of children when planning for their future.

### From the report Ofsted told us:

- *Children's care plans are mostly comprehensive. However, children's identities are not always thoroughly considered in care planning, meaning their cultural needs may not be fully understood or responded to. (Para 26)*
- *Unaccompanied asylum-seeking children are appropriately safeguarded by becoming looked after. Children aged 16 or over are usually placed in supported accommodation. Their cultural needs and the impact of any trauma they may have suffered are not always considered in depth, which risks their needs not being addressed. (Para 27)*

### Expected Outcome

The revised audit tool and the summary report from the Practice Learning Day demonstrate that the all children's identities and cultural needs are thoroughly considered in their care planning and that their cultural needs are understood and responded to.

Ref.	Action	Target End Date	Lead Officer	Progress
2.1	Revise the placement referral form to include a section on identity and cultural needs.	September 2022	HoS Commissioning and Transformation Projects	<b>Reviewed at the Evidence Challenge Panel on the 14 November 2022 who agreed that the action was complete but requested further time for assurance that completion of the form was embedded.</b>
2.2	Develop an Aide Memoire for social care practitioners to support / promote equality, diversity and identity issues and add this to the both the induction and newly qualified programmes.	September 2022	Head of Locality Social Work and Disability Service	<b>Action Complete</b> Sign off approved at the Evidence Challenge Panel on the 14 November 2022 and DLT 15 <sup>th</sup> November 2022.
2.3	Arrange guest speaker to focus on diversity and identity in whole Service Event.	September 2022	HoS Early Help  Head of Safeguarding & Quality Assurance	<b>Action Complete</b> Sign off approved at the Evidence Challenge Panel on the 14 November 2022 and DLT 15 <sup>th</sup> November 2022.
2.4	Deliver Reflective Practice Session to Early Help managers and Senior Practitioners to support supervisory focus on cultural identity	November 2022	HoS Early Help	<b>In Progress – on track</b>
2.5	Revise the current audit tool to ensure sufficient regard is given to equality diversity and identity issues.	December 2022	Head of Safeguarding & Quality Assurance	<b>In Progress – on track</b>

2.6	Ensure a child's identity is fully considered in all case discussions and a golden thread is seen through any assessment plan and intervention.	December 2022	Head of Safeguarding & Quality Assurance	<b>In Progress – on track</b>
2.7	Commission a be-spoke training package and development session <i>“discussing identity with children and families”</i> , to ensure practitioners have the confidence and skills to identify the holistic identify, equality and lived experience of children and families.	March 2023	Head of Safeguarding & Quality Assurance	<b>In Progress – on track</b>
2.8	Develop a guide for social care practitioners and partners to help support and promote equality, diversity.  Wider partners to 'launch' this in their own organisations. Progress to be tracked via the Children's Safeguarding Partnership.	March 2023	Head of Safeguarding & Quality Assurance	<b>In Progress – on track</b>
2.9	As part of the supervision audits, undertake dip sampling to ensure that history and identity is driven through conversations in supervision.	March 2023	Head of Safeguarding & Quality Assurance	<b>Action awaiting start</b>
2.10	Undertake a Practice Learning Day as assurance that cultural identity is embedded into practice and informs plans.	April 2023	Performance Manager	<b>Action awaiting start</b>
2.11	Develop a summary report / 'learning on a page' identifying findings from audits and the Practice Learning Day and identify any further developments required.	April 2023	Head of Safeguarding & Quality Assurance	<b>Action awaiting start</b>
2.12	Review the current Practice Standards to ensure that every child has information relevant to their age and understanding linked to their Assessment, Plan, and Intervention.	April 2023	Head of Safeguarding & Quality Assurance	<b>Action awaiting start</b>

2.13	Benchmark our practice specifically in relation to unaccompanied asylum-seeking children (UASC) against outstanding authorities that have particular strengths in equality and diversity around young people to inform Rotherham's practice and assessment planning for their future.	April 2023	HoS Children in Care	<b>Action awaiting start</b>
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### 3. The level of ambition for individual care leavers, the support for them to achieve their aspirations and the detailing of this in pathway plans.

**From the report Ofsted told us:**

- Care leavers have pathway plans that are regularly updated. Young people are actively encouraged to participate in their plans, and their wishes and feelings are clearly recorded. PAs routinely consider in care leavers' pathway plans whether the young person is in education, employment or training, and many care leavers are. However, pathway plans often reveal a lack of ambition and detail to support care leavers in achieving their specific aspirations. Some care leavers reported that their current employment did not meet their aspirations. (Para 44)

#### Expected Outcome

The deep dives of pathway plans demonstrate that plans for individual care leavers are ambitious and are they are supported to achieve their aspirations.

Ref.	Action	Target End Date	Lead Officer	Progress
3.1	Undertake a joint development session across the service linked to dynamic aspirational care and pathway planning.  Ensure aspirations are clearly documented and tracked in pathway plans.	December 2022	HoS Children in Care	In Progress – on track
3.2	Scope out a comprehensive work experience, career guidance and educational opportunity to support individual looked after children at years 9 and 10 and to be reviewed at years 11, 12 and 13.	January 2023 development of proposed pathway	HoS Children in Care	In Progress – on track
3.3	Implement monthly deep dives to track the impact of the development events and outcomes for young people and ensure feedback is embedded as part of quarterly Performance Assurance Meetings and Senior Management Team Meetings.	January 2023	HoS Children in Care	In Progress – on track
3.4	Support aspirations by raising awareness of the education, employment, and training opportunities available to children and young people in planning for their futures.	March 2023	HoS Children in Care	In Progress – on track



3.5	Undertake a deep dive to explore what is working well and how we can ensure our ambition for our care leavers is translated into meaningful pathway plan outcomes.	April 2023	HoS Children in Care	<b>In Progress – on track</b>
3.6	Support access to potential employment opportunities within the Council and key partnerships and engage local employers and businesses to consider providing employment opportunities to our CiC and LAC.	June 2023	HoS Children in Care	<b>Action awaiting start</b>
3.7	Review the work experience and career guidance process for each child and ensure this is recorded in a child's PEP.	June 2023	HoS Children in Care	<b>Action awaiting start</b>
3.8	Define what it is to be a 'Pushy Parent' and how this translates to be aspirant corporate parents for our LAC and Care Leavers.	April 2023	HoS Children in Care	<b>In Progress – on track</b>
3.9	Benchmark ourselves against outstanding authorities that have a particular strength in aspirational pathway planning and employment, education, and training destinations, to ensure we identify any potential learning to further support the aspirations of our young people.	April 2023	HoS Children in Care	<b>Action awaiting start</b>

#### 4. The quality of individual case audits to inform wider service learning.

**From the report Ofsted told us:**

- *There is a comprehensive programme of quality assurance. However, there is too much inconsistency in how the audits are conducted and then reported, which limits the benefits of this work. Reports from the audits focus too much on appreciation of the work undertaken rather than an evaluation of the impact on children's lives and on an identification of the further actions needed to secure best outcomes for children. (Para 56)*

#### Expected Outcome

The revised Audit Tool and Quality Assurance Framework provide a consistent approach to auditing and inform wider service learning.

Ref.	Action	By When	Lead Officer	Progress
4.1	Establish a Leadership Learning Group (LLG) to drive quality assurance across the service.	LLG to be established by October 2022	Head of Safeguarding & Quality Assurance	In Progress – on track
4.2	Review the audit process and tool.	December 2022	Head of Safeguarding & Quality Assurance	In Progress – on track
4.3	Establish an audit workshop and undertake a launch event to auditors, social workers, and practitioners to roll out the revised audit process and tool.	March 2023	Head of Safeguarding & Quality Assurance	In Progress – on track
4.4	Establish regular assurance meetings at service manager level to review audit findings. Ensure learning is disseminated and that impact on children is understood, tracked, and evidenced.	December 2022	Head of Safeguarding & Quality Assurance	In Progress – on track
4.5	Review the Quality Assurance Framework to consider learning from 'Outstanding' authorities and Partners in Practice.	March 2023	Head of Safeguarding & Quality Assurance	In Progress – on track
4.6	Enhance the Quarterly Quality Assurance Report to identify the findings and key themes from assurance activity, lessons learned, learning activity, and close the loop.	June 2023	Head of Safeguarding & Quality Assurance	In Progress – on track