

DEVELOPMENT AREA 4: Improving the functioning of Herefordshire's Safeguarding Boards.				RAG			Process	An Agreed Process Is In Place	Process Planned But Not Agreed	No Progress In Agreeing Process
							Completion to Timescale	Complete OR On Target	Risk of Missing Timescale	Incomplete & Outside Timescale
							Impact	Judgement will be made through an appropriate assessment of impact.		
Lead Org & Officer	How impact and progress will be measured and how we will know when it is achieved	Time-scales	Monitoring Mechanism and Frequency	Process	Completion	Impact	Progress as at April 2014, Planned Future Actions and Links to evidence (where appropriate).	What difference has the progress made so far made on the lives of children and young people?	Propose additional work needed to ensure all priorities are completed to timescale.	What else can we do to ensure this development work is effective?
Action area: Develop the culture of constructive challenge within the Board.							Linked to HSPCIB Priority 3.9; 3.10; 3.12; 3.24; 3.30; 3.43		Monitored by: HSCB Strategic Board	
HSCB, Business Manager Andy Churcher	An effective system for documenting challenge across the Board to capture learning and good practice will be developed and maintained.	Sep 13	Synopsis to be included in Steering Group's quarterly report to Strategic Board.	G	G	N	Incidences of challenge are identified at all Strategic Board meetings and Steering Group meetings and recorded within the Business Unit. Monthly performance bulletins for members of the Strategic Board in place and delivered within timescale. Report presented to HSCB Strategic Board in January (following delays in completing the TNA) and recommendations accepted. 3 Strategic Board members have registered for this course. Attendance at all sub group meetings is monitored on a monthly basis. Following the end of Q4 the Independent Chair received a report on all members failing to attend their last three scheduled meetings so that action could be taken.	A greater level of understanding of the context and quality of safeguarding work in Herefordshire has enabled the Board to bring a greater level of challenge to discussions with partners and improve its effectiveness. The Business Unit are writing case studies which include the way the Board has been challenging to partners in its work.	N/A	N/A
HSCB, Business Manager Andy Churcher	A robust system of communicating qualitative and quantitative safeguarding performance information and analysis is established from the sub groups to the Strategic Board so that it can effectively monitor and challenge the effectiveness of child protection practice	Jul 13	Monthly reports to be presented to Strategic Board members.	G	G	N			N/A	N/A
HSCB, Chair of T&WD Hazel Blankley	A training needs assessment with Board members will have been undertaken to ensure all members have appropriate training and development opportunities to support their role.	Jul 13	Synopsis to be included in Steering Group's quarterly report to Strategic Board.	G	G	N			N/A	HSCB Business Unit have implemented the agreed changes to Board member induction processes, training and further development opportunities.
HSCB, Chair of Steering Group, Paul Meredith	All Board members will have undertaken training identified through the TNA.	Dec 13	Synopsis to be included in Steering Group's quarterly report to Strategic Board.	G	R	N			Dave McCallum, Independent Chair, to contact all Board members and ask them to provide reasons why they have not completed the training.	
HSCB, Chair of Steering Group, Paul Meredith	Attendance at all Board meetings will be monitored; an action plan to increase level and consistency of attendance of member agencies will have been developed and implemented.	Dec 13	Synopsis to be included in Steering Group's quarterly report to Strategic Board.	G	G	N			N/A	N/A
Action area: Develop an evidence base of safeguarding casework across all agencies to demonstrate and learn from our good practice and show how we are meeting and exceeding our statutory responsibilities.									Monitored by: HSCB Steering Group	

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Lead Org & Officer	How impact and progress will be measured and how we will know when it is achieved	Time-scales	Monitoring Mechanism and Frequency	Process	Completion	Impact	Progress as at April 2014, Planned Future Actions and Links to evidence (where appropriate).	What difference has the progress made so far made on the lives of children and young people?	Propose additional work needed to ensure all priorities are completed to timescale.	What else can we do to ensure this development work is effective?
HSCB, Business Manager Andy Churcher	A system for documenting cases of good practice and excellent outcomes across agencies will be developed and maintained, and where appropriate anonymous case studies will be published on HSCB website.	Sep 13	Business Unit to provide quarterly update to the Steering Group.	G	R	N	HSCB's draft Communications Strategy relies on the willingness of partners to provide case studies highlighting successful interagency working. The case studies will then be used to highlight the good work of Board partners and learning for practitioners. The Business unit is ready to receive these.	N/A	Engagement of partners in the submission of cases to be led by HSCB's Strategic Board.	N/A
HSCB, Independent Chair Dave McCallum	All agencies will have submitted appropriate cases and highlighted learning within their good practice.	Dec 13	Business Unit to provide quarterly update to the Steering Group.	G	R	N	Timescale adjusted (previously July 2013 which was a mistake as it was planned before the above action).	N/A		N/A
Action area: Agree a model of SCRs and significant case reviews within Herefordshire.									Monitored by: HSCB Joint Case Review Sub Group	
HSCB, Chair of JCR Sub Group Paul Meredith	Case reviews using alternative formats will have been evaluated by those involved in the processes and reported to Steering Group.	Sep 13	Report and proposal to be presented to Sept's Steering Group.	G	G	N	Alternative formats evaluated by JCR sub group and through reporting from regional partners.	N/A	N/A	N/A
HSCB, Chair of Steering Group, Paul Meredith	The most appropriate format for reviews within Herefordshire will have been decided upon.	Sep 13	Steering Group to report their recommendation to October's Strategic Board.	G	R	N	The evaluation has resulted in the development of a draft process for learning from case reviews in Herefordshire with multi-agency support.	N/A	The draft process will be developed and progressed through HSCB during Q1 for ratification at July's Strategic Board.	N/A