

Health and wellbeing board

Children's safeguarding update  
November 2015

# Areas for improvement

## Positives

- Safeguarding and corporate parenting training has been delivered to all members – including online safeguarding training;
- Supervision training is being delivered to all new managers and will form part of the first line managers training and development programme which is being developed, along with enhanced induction arrangements.

# Areas for improvement

## Positives

- A recruitment strategy to increase the number of adopters for children with complex needs and for larger sibling groups is progressing.
- A marketing and recruitment post has been created in order to raise the profile of the need for more adopters and foster carers for hard to place children, linked to the HIPSS project.
- Screening processes in the MASH are now embedded with close to 100% of all contacts received screened and prioritised on the same working day.
- Improved educational performance for looked after children at key stage 4.

# Achievements

- Adoption – timeliness, quality of placements and regional approaches
- Fostering – Developing range of placements / kinship hub / HIPSS
- Social work academy – ‘growing our own’ social workers
- Political will and commitment to prioritise children’s safeguarding

# Areas for improvement

## Challenges

- Caseloads in the fieldwork teams have gone back up. Additional staffing has been agreed, and the relocation of the court hub within the CiN teams will reduce the number of changes of social worker for children and families.
- Performance in safeguarding and family support remains below target linked to high caseloads above. However, children who become subject to child protection plans are reviewed regularly, and performance is improving with respect to social work visits to these children.

# Areas for improvement

## Challenges

- Work on the transformation of frameworki has stopped and priority given to the upgrade to Mosaic in April 2016, and EDRMS.
- Due to the pressures on the safeguarding teams, audit activity has reduced over the last 2 quarters, albeit thematic audit activity has continued (Kinship, MASH)

# Continuing deficits

- Inconsistency in practice – linked to workforce instability
- Evidencing impact on outcomes for children
- Education outcomes for vulnerable groups, including Free School Meals/Pupil Premium at all ages
- Partnership working – embedding of CYPP priorities and Board arrangements
- Children's Centre Services – refine / redesign of targetted service delivery
- Leadership – is the vision clear to all? Is there enough ambition for our children?

# Priority areas

- Closing the improvement loop – implementing change
- Organisational culture, behaviour and values
- Workforce stability and quality
- The plan for and impact of early help
- Building trust and confidence in our social care services for children with disabilities
- Addressing challenges for adolescents
- Management of resources