

CP Reduction Action Plan Review- 14/06/2018 – V8

	Action	Person Responsible	By When	Update	RAG
1	Recirculation of Threshold guidance for professionals attending child protection conferences (Steps document) to all Safeguarding and family Support staff	Jane Hoey	12/01/18	15/02/2018: Completed	
2	HOS CIN and team managers to meet to ensure Threshold Guidance (Steps document) is understood and being used by managers and staff	Jane Hoey	30/01/18	15/02/2018: Completed	
3	Fortnightly update to Chris Baird of Action Plan	Jane Hoey	Fortnightly commencing 29/01/18	23/02/2018: Ongoing 08/03/2018: Complete – regular updates ongoing	
4	Update CB weekly on caseload information throughout February	Jane Hoey	Weekly commencing 29/01/18	23/02/2018: Ongoing 08/03/2018: Complete	
5	Business case to employ an IRO for 3 months to chair RCPC of all cases identified in Q3	Cath Thomas	02/02/18	08/03/2018: Appointment made, IRO to commence on 19/03/2018	
6	Review data for CP/LAC dual registrations and follow process multiagency ratification to end CP Plan without RCPC	Cath Thomas	09/02/18	23/02/2018 - Completed on 2.2.18	
7	Review cases of 16- 17 year olds subject to CP Plan with a view to bringing RCPC forward	Cath Thomas	09/02/18	08/03/2018 – 8 young people identified in cohort, newly recruited IRO will progress to RCPC 03/05/2018 – 3 now ended plans, 3 still open – 2 of which in PLO process, remaining 2 reviewed and threshold met	
8	Review the data for all CP cohort to identify large sibling groups to enable a clearer understanding of the increase to CP numbers	Cath Thomas	09/02/18	23.02.18 – Cohort reviewed and 9 families = 42 children identified	
9	Scrutinize data weekly to monitor progress of action plan and take direct action	Jane Hoey	Ongoing	08/03/2018 – ongoing, further reduction to 215 02/04/18 ongoing further reduction to 201	

CP Reduction Action Plan Review- 14/06/2018 – V8

				<p>03/05/2018: further reduction to 183 (30/04)</p> <p>16/05/2018: CP increased to 188 (14/05).</p> <p>14/06/2018: CP reduced to 180 (11/06).</p>	
10	Update action plan for SMT, Budget and Performance Meeting	Jane Hoey and Cath Thomas	26/02/18	08/03/2018: Complete – regular updates ongoing	
11	Joint workshop with IROs and Team managers to consider the application of the Steps document	Jane Hoey and Cath Thomas	07/03/18	<p>08/03/2018: Planned session for 07/03/2018 postponed to 24/05/2018 due to staff unavailability – Invites have been sent out.</p> <p>03/05/2018: awaiting meeting</p> <p>16/05/2018: meeting next week, planned to look at strengthening the CIN and Risk Management process to further reduce the numbers coming to conference</p> <p>14/06/2018: Workshop held and recognised as a positive session. Looked at inconsistent practice, themes identified and the plans themselves. This should result in improved practice, a less risk adverse approach, picking up cases earlier during strats and section 47s. Follow up session booked for early September.</p>	
12	In quarter 4 (Jan-Mar), examine threshold decision making practice from Strategy Meetings/S47 to ICPC	Jane Hoey and Cath Thomas	Mid-April 2018	08/03/2018: discussion between SW & IRO at the point of recommendation for ICPC ongoing throughout Q4	

CP Reduction Action Plan Review- 14/06/2018 – V8

				03/05/2018: IRO will be based in Nelson House as of 14/05 to facilitate this action. 16/05/2018: IRO now in Nelson, discussing all cases marked for progression	
13	Consider CP cases that need to be 'stepped down' due to progress made to a CIN plan prior to planned review date. Using Step guidance proforma for sign off	CP/Court Managers and Cath Thomas and Jane Hoey	12/02/18	08/03/2018: Identified cases considered and progressed to RCPC 16/05/2018: All cases identified and stepped down as appropriate.	
14	Review thresholds for all children made subject to a CP Plan in Q3 (approximately 90 children) against the threshold document for Significant harm (Step document) using Step guidance proforma	Jane Hoey and CIN managers	02/03/18	08/03/2018: All information submitted (1 team to submit information). Newly appointed IRO to consider outcomes 03/05/2018: of the 37 families (82 children) 21 families had no evidence of the steps threshold being applied and 4 families querying whether threshold has been met. These 4 families have now been reviewed and the threshold is now being met.	
15	Reconfiguration of Weekly data report to allow more visible data and managers to discuss activity with staff and take action to address any emerging trends at an early stage	Paul Harris & Performance team, team managers	12/02/18	08/03/2018: Continuing delays due to performance team sickness. Workshop arranged for 02/05/18 to progress 03/05/2018: Workshop held and prioritised plan being developed. 16/05/2018: Plan in development, to be signed off by management team. 14/06/2018: Plan being worked through, however, impact of	

CP Reduction Action Plan Review- 14/06/2018 – V8

				OFSTED (as well as stat returns) being felt in the performance team.	
16	Monthly information to be provided to establish trends earlier, allowing quicker resolution	Paul Harris & Performance team	26/02/18	08/03/2018: Continuing delays due to performance team sickness. Workshop arranged for 02/05/18 to progress 03/05/2018: Workshop held and prioritised plan being developed. 16/05/2018: Plan in development, to be signed off by management team. 14/06/2018: Plan being worked through, however, impact of OFSTED (as well as stat returns) being felt in the performance team.	
17	Single point of requests for Strategy meetings and spread sheet to be kept re decisions made	MASH Manager, Sue Rogers	22/01/18	15/02/2018: Complete	
18	Meeting/discussion to be held following Sect 47 investigation between IRO and Children's Social Work Manager to decide if threshold has been met/ not met to convene an ICPC This will be a pilot for 3 months and then reviewed by Cath Thomas and Jane Hoey	IRO and Children's social work manager	Pilot to take place on 19/02/18 – 18/05/18	08/03/2018: Pilots continues successfully. To be reviewed mid-May. 03/05/2018: Reviewed pilot, the process has not progressed as envisaged, therefore pilot to be extended with IRO now in Nelson House and all ICPCs to be held in the building. 16/05/2018: IRO now in Nelson scrutinizing those identified for progression to ICPC, as well as offering advice to mitigate/identify alternative preventative action. To date, 4 consultations have	

CP Reduction Action Plan Review- 14/06/2018 – V8

				<p>identified 2 families (4 children) not progressing where they might have previously.</p> <p>14/06/2018: Pilot complete and will continue as BAU. Consultation with the IRO continues to be held too close to the ICPC, meaning limited value to the process. The importance of early consultation has been re-iterated with appropriate managers. IRO also to be given better oversight of S47's underway via the weekly report.</p>	
19	<p>Training Programme to be developed and delivered pending the outcome of the further analysis set out in this plan; including</p> <ul style="list-style-type: none"> • Training for the completion of Strategy requests and application of Thresholds for all managers • Training for all social work staff in completing Strategy requests and applying thresholds • Training on quality and application of S47 thresholds and analysis • Training on making robust decisions at the strategy meeting; including the plan to safeguard the child, and how the investigation will progress 	The Academy/ Principal Social Worker	Following further analysis	<p>08/03/2018: PSW appointed, awaiting start date. To be prioritised as part of PSWs work programme.</p> <p>03/05/2018: PSW started 30/04, who will lead on training plan. IRO has identified some training needs and shared these with PSW.</p> <p>16/05/2018: Starting training next week around Strat Discussions. Further plan to be developed</p> <p>14/06/2018: Training has started on strats. for managers. Workshop with IRO & TM's has also strengthened the message of the early planning and thresholds. A formal plan will be being developed with Paul Rooney, as part of the wider workforce training schedule.</p>	

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Blue	Completed
Green	On Track
Yellow	In progress – potential problems
Red	Delayed