

# Herefordshire Supporting and Protecting Children Improvement Plan

## Executive Summary

V2.2

## Outline and context

Following on from the recent Ofsted inspection of the arrangements for the protection of children (September 2012), this plan has been produced to bring forward improvements identified in Herefordshire Children's Services Quality and Improvement Action Plan 2012-13 and Herefordshire Safeguarding Children Board Business Plan 2012-13, in addition to the improvements highlighted by Ofsted. Our aim is to ensure Herefordshire's Child Protection practices and procedures are good, and staff in every agency, at every level, communicate effectively to ensure this. The plan sets out to ensure that the underlying causes of children being safe are impacted on by all sides of the system, from safeguarding practice to commissioning and to ensure that there is governance and holding to account between policy, practice and commissioning.

The Plan identifies the improvements required, and the outcomes we will be measuring, in the arrangements for the protection of children in Herefordshire. We will enhance:

- The quality of practice
- The effectiveness of help and protection provided to children, young people, families and carers
- Leadership and governance
- Multi agency working and integration
- Outcomes for children, young people and their families.

It is important to note that this plan does not relate to the generality of Herefordshire's children, as the vast majority of our children are safe, but is part of a narrative indicating our priority of improving Child Protection practices.

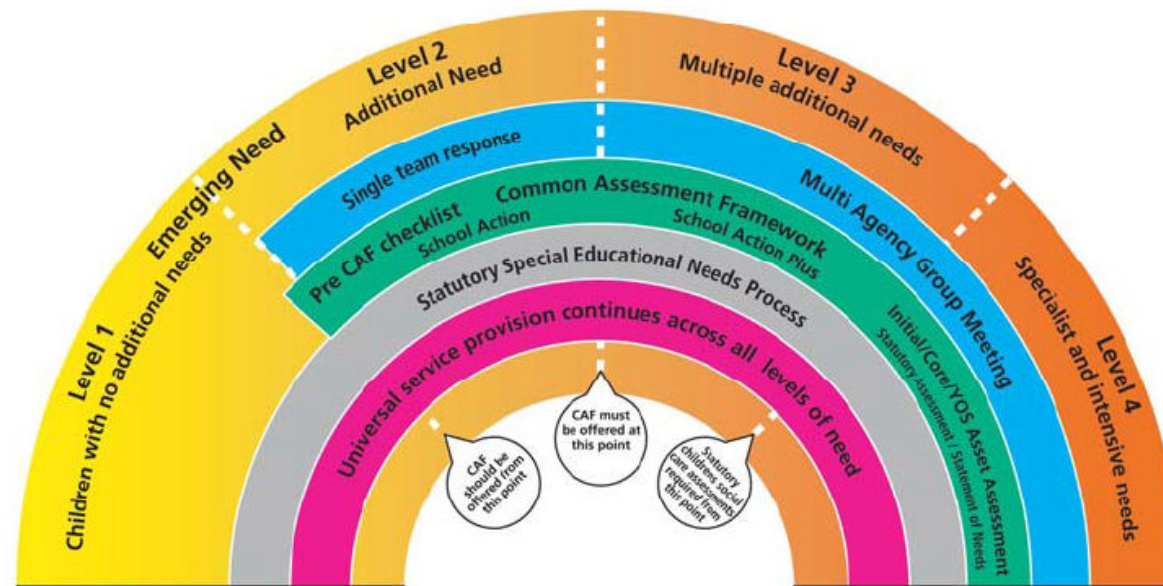
The Plan will tackle the areas of greatest risk first and lay the foundations for more effective practice. This will include monitoring targets set out in the plan and checking that improvements are embedded through quality assurance and scrutiny.

The plan will have an unwavering focus on securing the necessary rapid and sustainable improvements needed in safeguarding services for Herefordshire's children, young people and their families. With this in mind, the aims and outcome measures of this plan are child-centred.

The plan is a living document and is reviewed regularly through the Improvement Board. In addition to this, progress will be monitored by both the Lead Member and DCS on a bi-weekly basis

The plan is linked to The Herefordshire Levels of Need Pathway below.

### The Herefordshire Levels of Need Pathway



### Ensuring children and young people are safeguarded by:

- Understanding needs
- Co-ordinating responses
- Placing Common Assessment at the heart
- Assessment of risk whenever needed
- 'Drawing-in' advice and guidance
- Effective information sharing
- Whole family and multi-agency approaches

### **Priority Aims**

- I am safe and happy
- I am healthy and well
- I enjoy life and there is lots to do and learn

### **Outcome measures**

- I know who to talk to and I am listened to
- I feel I am getting the help I need
- I am protected from harm
- I am helped by people who know what they are doing
- My family are getting the help they need

### **Evidence for performance indicators**

1. Stakeholder and service user consultations
2. Consultation, audit, surveys
3. Child Protection (CP) data, audit, Looked After Child (LAC) data
4. Workforce data, supervision, quality assurance, career professional development (CPD) data
5. Commissioning data, multi-agency data audit

A performance framework will be established to this effect.

### **Reference key**

AA1: Quality and improvement action plan 2012-2013 – Herefordshire Children’s Services

AA2: Improvement Plan – priority list v3

AA3: Areas for improvement based on observations of Ofsted judgments

AA4: Audit of cases – Action plan final submitted v2

AA5: Herefordshire Safeguarding Children Board (HSCB) Business Plan 2012-13

AA6: Ofsted report: Inspection of local authority arrangements for the protection of children in Herefordshire

AA7: Keeping Children Safe Strategy

The outcomes are RAG rated and the descriptors are outlined in the following table:

RAG table	
RED	Tasks and or outcomes have not been met or timescale slipped.
AMBER	Tasks and outcomes are on track, milestones met but not completed.
GREEN	Tasks and outcomes are completed or performance is on target.
GREY	Not yet started
BLUE	Completed

Actions have been separated into work streams. These are colour-coded as follows:

Practice	Commissioning
HSCB	LAC
Workforce	QA
MASH	Strengthening Governance