

APPENDIX 1

ACTION PLAN

Area for Development	Proposed Action	Intended outcome (draft – based on BP KITs & inspection report)	Performance measures/targets (draft to be developed in line with actions/outcomes)	Lead Strategic/ operational leads & when
Looked After Children				
<p>Immediately: Ensure that clearly recorded care plans are in place for looked after children and care leavers containing clear, specific outcomes sought as well as realistic contingency plans.</p>	<p>QAU to review all active care plans to identify those that require improvement and provide list to Deputy Director</p> <p>Joint work between IRO and LAC services to improve plans prior to next LAC review</p> <p>Create interim solution within Carefirst to enable careplans to be visible and completed</p> <p>Ensure newly commissioned ICT service is fit for purpose in providing Child Protection and Care Plans</p>	<p>Care plans are firm well articulated and contain clear and evidenced contingency arrangements, especially for adolescents,. Action is taken where plans are not met or outcomes achieved</p> <p>All children in care experience high quality service and their history is used to build an effective relationship</p>	<p>Baseline quality indicator of care plans (review 6 months)</p>	<p>Alasdair Smith/ Jackie Cook</p>
<p>Within three months: Ensure that assessments are comprehensive and up to date and that they take account of the full circumstances of the child in need plans</p>	<p>As above</p> <p>Findings to feed into development of future operating model for LAC and effective quality assurance</p>	<p>All children have an up to date comprehensive assessment that clearly relates to their care plan; chosen interventions; intended short and longer term outcomes; there is effective tracking of that plan by both social work staff and IROs</p>	<p>Review all current assessments</p> <p>Baseline quality indicator of assessments (review 6 months)</p>	<p>Alasdair Smith / Jackie Cook</p>

Safeguarding and Looked After Children Inspection Action Plan

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and interventions.		An IRO function that effectively contributes and evidences improved outcomes for children looked after		
Ensure that transition to independence is effectively planned, commencing at an appropriate stage for young people, leading to the development of and support for independence skills	Identify strategic partner for young person led review of provision to result in whole system service redesign of provision	<p>High quality and consistent transition support for young people leaving care</p> <p>High quality, timely and consistent support for young people to develop skills that support them into successful independence or semi independence</p> <p>Good quality pathway plans that support improved outcomes for young people</p>	<p>% of CLA aged 13+ with up to date transition plan</p> <p>Review & rectify transition plans; and baseline quality audit with measures identified such as % with up to date transition plan and success measures (review 6 months)</p> <p>% of CLA with 3 plus placements in last 12 months</p>	Rory Patterson
Develop a systemic evaluation of services for children and young people and their families on the edge of care to assess their effectiveness and ensure a robust	<p>Jointly with strategic partner to support development of local practice options, challenge and evaluation of impact of:</p> <p>edge of care services</p> <p>early intervention and support</p>	Reductions in the numbers of children entering care and ceasing to be looked after for short periods through appropriate, assertive interventions and provision that are provided in a timely fashion and result in the child	<p>% of LAC accommodated under S20</p> <p>% of LAC placed with parents</p> <p>% of LAC missing for more</p>	Elaine Allegretti/ Vicky Agnew

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monitoring of these children leading to timely decision making should they need to become looked after	for those at risk of care supporting commissioning choices for appropriate services links to troubled families	being able to remain at home where appropriate	than 24 hours % of LAC with multiple looked after episodes over the X years % of LAC ceased within 1 month, 1 year and 2 years + % where they went (destination) Adoption and permanency tracking measures including timeliness	
Ensure an effective dialogue with the family courts aimed at establishing a mutual clear understanding of thresholds, quality of plans and proposals, and timescales for completion within a timeframe suitable for each child	Review internal processes impact on court applications with legal Meet with senior judges to discuss issues and devise future way forward	Reduce difference in outcomes between courts and children's services where the LA proposed care order applications A robust, assertive relationship with courts that fully utilises the range of challenge mechanisms available to the local authority	% of care proceedings applied & % of care proceedings successful % of adoption orders resulting in special guardianship orders, or supervision orders % of court applications completed to timescale	Rory Patterson
Ensure capacity of the independent visiting service is sufficient to meet need.	Review existing arrangements and consider whether they can be extended to increase capacity and redress shortage of provision Ensure IRO report annually on	All children that want access to IDV service can, and experience a sustained and helpful relationship with their independent visitor	% of children that request IDV service that receive it Number and length of time of CLA on IDV waiting list	Karen Sanderson/ Jackie Cook

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	access and provision of IDV services including provision deficits and strengths			
<p>Within six months:</p> <p>Southwark NHS Primary Care Trust and the local authority to ensure that young people’s health needs are fully addressed in preparation for leaving care, including the consistent provision of summary health plans</p>	<p>Review commissioned arrangements for LAC physical health to secure</p> <p>increased capacity of designated doctor function</p> <p>redress inconsistency in practice between medical professional especially in LAC health reviews</p> <p>better engagement and outreach with older children including in transition and preparation for adulthood</p>	<p>LAC health provision that demonstrates improved health needs of children looked after across all ages, is high quality and provides a consistent level of care</p>	<p>% of LAC with up to date health plan including breakdown for 0-12 and 13+ services</p>	<p>Gwen Kennedy</p>
<p>Ensure that themes identified within case audits are collated, leading to clear action plans and that consequent outcomes are systematically and consistently evaluated to achieve a full understanding of their service impact.</p>	<p>Implement integrated performance management and quality framework for both CS and SSCB, to include</p> <ul style="list-style-type: none"> - learning from management reviews and SCRs - outcome focused measures and themes, and look beyond the process 	<p>Audit work that is strategic, enables local learning and can demonstrate impacts on targeted practice issues and outcomes</p>	<p>Baseline audits and quality measures established pertaining to audits, SCRs and management review</p> <p>Impact measures of population worked with at cusp of care; % accommodated post intervention; % re referred within X months etc in line</p>	<p>Jackie Cook/ Elaine Allegretti</p>

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	- are sufficiently critical		with evaluation framework	