Slough Children's Services
Single Improvement Plan Summary (May-December 2015)

Theme 1 – Recruitment and Retention

Key activity
 ➢ Deliver Children's Social Care Workforce Strategy 2014-2017

Specific actions
 ➢ Improve the ratio of permanent v agency staff with a focus on key areas
 ➢ Deliver 3 national recruitment campaigns (May, July and September 2015)
 ➢ Review recruitment processes to ensure they are effective and efficient
 ➢ Develop profile of agency staff to understand what might persuade them to become permanent members of staff (looking at training offer as well as wider package)
 ➢ Focus on recruiting permanent consultant practitioners

Theme 2 – Quality Assurance

Key activity
 ➢ Effectively implement Quality Assurance Framework
 ➢ Strengthen accessibility and use of performance data
 ➢ Strengthen internal audit programme

Specific actions
 ➢ Improve staff understanding of Quality Assurance Framework, including their own roles and responsibilities
 ➢ Review performance management processes and improve use of data
 ➢ Review and improve monthly audit programme
 ➢ Assess effectiveness and improve learning from audits as tools for improving quality of service

Theme 3 – Quality of Practice

Key activity
 ➢ Effectively implement Supervision Framework
 ➢ Strengthen training and development offer
 ➢ Improve quality of recording
 ➢ Develop consultant practitioner role to strengthen quality of practice across the service

Specific actions
 ➢ Review how managers use Supervision Framework and impact on quality of practice
 ➢ Assess impact of training offer
 ➢ Investigate and put right issues which are impacting on recording (timeliness and quality)
 ➢ Appoint a lead consultant practitioner to drive forward service improvements

Theme 4 – Leadership and Partnership

Key activity
 ➢ Establish an effective MASH (Multi-Agency Safeguarding Hub)
 ➢ Improve effectiveness of Early Help and 'step up' and 'step down' processes
 ➢ Good and effective practical partnerships with internal and external partners

Specific actions
 ➢ Assess effectiveness of current co- location, ICT arrangements and involvement of health
 ➢ Investigate effectiveness of Early Help system
 ➢ Review transition from children's to adult social care
 ➢ Review effectiveness of housing options for care leavers