

**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