

Slough Children's Services Trust

Baseline Audit Findings Progress Report – November 2015

RECOMMENDATION	COMMENT	DATE FOR COMPLETION	LEAD
1. Develop and put into operation a system for tracking and responding to missing children and children at risk of sexual exploitation.	Completed - System in place	Nov 15	EDM
2. Review escalation process in relation to children at risk of significant harm.	Completed - Guidance notes in First Contact	Oct 15	EDM
3. Review the practice of sending letters to victims of Domestic Violence.	Completed - Guidance issued to First Contact	Oct 15	EDM
4. Review the use of Business Support Officers to screen first Contacts.	Completed. BSO no longer used for screening.	Oct 15	EDM
5. Implement MASH and review workflow from First Contact to Duty, including the pathway to Early Help.	MASH to be implemented late 2016; MASH Ops Board in place to take forward.	Late 2016	EDM
	Workflow reviewed to ensure safe	Nov 15	EDM

	<p>transition, better quality step down and step ups.</p> <p>Other stages of transitions to be reviewed, to be taken forward dependent on new SW Model.</p>	June 16	TBC
6. Improve direct work with children to capture the voice of the child to include cultural competences.	<p>Comprehensive training programme to be put in place. To be picked up in audit process and reported on.</p>	<p>Early 16</p> <p>Ongoing</p>	<p>JM</p> <p>SD</p>
7. The LSCB to undertake a review of the Threshold Document/ Continuum of Need.	<p>LSCB Agenda. Agreement to be sought for multi agency training, to include 'Signs of Safety' and other risk assessment tools, actions and timescales to be set.</p>	<p>Dec 15 – agenda –</p>	<p>LSCB chair/ EDM</p>
8. Senior managers to ensure the staff are aware of and inducted on minimum practice standards as a base line of acceptable practice. Workforce Development to ensure there is robust induction and skill and knowledge development program for new starters and existing staff.	<p>To be taken forward as part of review of induction programme.</p>	<p>Feb 16</p>	<p>JM</p>
9. Managers at all levels to ensure that Supervision and Appraisal Arrangements are robust, reflective and focused on ensuring that minimum practice standards are adhered to.	<p>Supervision Policy revised. Practice standards within QA. Monitoring arrangements within QA framework.</p>	<p>March 2016</p>	<p>SD</p>

<p>10. Re-focus on systems and processes in order to promote the exercise of sound professional judgment; including improved monitoring arrangements and learning outcomes.</p>	<p>To be taken forward as part of Development of Slough SW Model.</p>	<p>April 2016</p>	<p>PH</p>
<p>11. Overhaul of data on performance as it is a key element in supporting the effective delivery of a safe and responsive service. It should help to benchmark improvement, facilitate improvement and promote accountability.</p>	<p>Is part of the implementation of the QA framework, which is one of the improvement projects reporting to Programme Board.</p>	<p>March 2016</p>	<p>SD/CH</p>
<p>12. Establish a Quality Assurance Framework and a robust implementation plan that ensures standards of practice are consistent across the service and promote and disseminate learning to help understand the routes to improving practice.</p>	<p>QA Framework completed and launched, implementation plan agreed. Some parts of Framework underway, full implementation to be completed.</p>	<p>March 16</p>	<p>SD</p>
<p>13. Ensure the development of a social work model setting a clear timeline for implementation.</p>	<p>Underway. One of the improvement projects, reporting to Programme Board. Timescales agreed for Staged approach.</p>	<p>Start implementation April 16</p>	<p>PH</p>
<p>14. Review the commissioning strategy for the provision of accommodation for leaving care.</p>	<p>In Placement Strategy - now reviewed, re written and in Sufficiency Strategy. Strategy launched. Actions to be implemented. Detailed action plan</p>	<p>Jan 2016</p>	<p>RK</p>

	to be completed as part of Recruitment and Marketing Strategy.		
15. Re- focus the placement strategy to support the service to reduce the number of children and young people placed out of the area.	Placement strategy completed (see above), and launched. Actions and targets ongoing re reducing LAC outside of area – target set for two years.	2017	RK
16. Ensure pathway plans are outcome focused and are specific and measurable in particular to education, employment and training	To be completed. Training to be commissioned.	Feb 2016	KD / SD
17. Strengthen corporate parenting function to allow for effective scrutiny of outcomes for looked after children and care leavers.	Strategy to be reviewed with accompanying action plan.	March 2016	KD

Key

EDM - Eric de Mello, HOS First Contact/CIN/Assessment

PH - Penny Hajek, Head of Change Management

RK - Robina Khan , Head of Operations

JM - Jatinder Matharu, Childrens Training Officer

SM - Sandra Davies, HOS Q.A. and Performance

KD - Karl Davis, HOS PACT

CH - Chris Hyde – Data Analyst