

APPENDIX 2: CHILDREN LOOKED AFTER ACTION PLAN

Virtual School

Ofsted Recommendation	Actions	Lead	Timescale	Progress	Impact / Outcome
OR 21	Recruitment of Virtual School Head	RK	6 th June 2016	<p>An experienced Virtual School Head has been recruited and has commenced with the Trust part time until 6th June when she will be in post full time.</p> <p>An experienced Interim Head is in place and is implementing the action plan.</p>	<p>Plan in place and being implemented.</p> <p>Recruitment successful</p>
OR 21	Monitor improvement plan in place for Virtual School.	RK / DR	Plan reviewed and updated by end of March 2016	<p>Detailed action plan is in place and regularly monitored. Attachment Training delivered and future dates booked. The restructure report for the Virtual School team is completed. Welfare Call draft contract completed to monitor school attendance, the VS governing body, professionals and designated teachers meetings set up for the remainder of academic year.</p> <p>Activities day in Oxford university and at Haybrook completed with children in care. Regular Foster Carer Drop Ins set up, and ePEP training delivered to adopters.</p>	<p>Monitoring of improvement plan is in place, regular meetings with professionals and activity with young people .</p>
OR 21	Improve quality of PEPS and ensure they involve children	RK / DR	Quantity of PEPs on system improving end of	Dual authentication removed from ePEP system, ePEP training completed, ePEP Champion appointed and in place.	Improve quality of PEPS and ensure they involve children and young people

	and young people and are reviewed in timescales.		<p>April 2016</p> <p>Quality Assurance June 2016 Training July – Oct 2016</p>	<p>Reach Out group (CIC council) reviewed children's section of PEP positively, support in place for social workers and designated teachers to complete PEPs, Training officer from eGOV providing on site support for two weeks.</p> <p>Quality of PEPs – training and support planned for July 2016 for SW and September 2016 for Designated Teachers.</p> <p>Random sample audit of PEPs to be completed by June 2016.</p>	and are reviewed in timescales.
OR 21	Support for children placed out of the borough	RK / DR	<p>Restructure agreed end of March 2016 Job Descriptions, advertising and appointments by end of May 2016</p>	<p>Restructure of Virtual School underway to increase capacity to support children out of borough.</p> <p>Education support Worker is focusing on 16-18 year olds placed out of borough to reduce NEET figures.</p> <p>New Care Leavers panel commenced on 7th April to consider consistent support for young people leaving care including EET, suitable accommodation and last in touch visit and pathway plan.</p>	Support for children placed out of the borough
OR 21	Develop a comprehensive data set to provide an evidence base of the impact / effectiveness of the Virtual School.	RK / DR / CH	<p>Full accurate data set in place end of February 2016.</p> <p>Dataset providing evidence of impact and effectiveness in place end of May</p>	<p>Data analyst and PEP champion are in place on temporary contracts to collate and analyse all PEP data.</p>	Develop a comprehensive data set to provide an evidence base of the impact / effectiveness of the Virtual School.

			2016		
OR 21	Monitor the use of the Pupil Premium and ensure it is used fully to support pupils as allocated.	RK / DR	<p>Use of pupil premium monitored end of February 2018</p> <p>School consultation on new pupil premium policy by end of July 2016</p> <p>Use of Pupil Premium recorded on central data set by July 2016</p>	<p>Pupil Premium funding located in SBC cost centre E928.</p> <p>Early Years Pupil premium found in SBC from April 2015. Books ordered for children who did not receive premium.</p> <p>Pupil Premium reminders sent to all schools, invoices sent in and paid, monies recorded against individual children. Use of Pupil Premium recorded on individual PEPs.</p> <p>Plans in place to transfer all information about PP usage and effectiveness on to central record by July 2016. Briefing report to be completed for SMT regarding the use of pupil premium, and this information will also be shared with schools forum.</p>	Monitor the use of the Pupil Premium and ensure it is used fully to support pupils as allocated.
OR 21	Further development of links with Cambridge Education to ensure closer working with children who are looked after.	RK / DR	<p>Regular meetings set up to discuss transition of services</p> <p>End of March 2016</p>	<p>Virtual Head has met with Assistant Director Cambridge Education (CEA) and has gained clarity regarding services covered by CEA. Meetings planned with CEA and Senior Leaders of SCST to discuss which services should sit where in the transition of CEA, in order to have most impact on the life chances of children across Slough and OOB.</p>	Further development of links with Cambridge Education to ensure closer working with children who are looked after.
OR 21	Virtual school to work with schools / colleges to address issues of bullying and discrimination.	RK / DR	<p>All meetings attended by March 2016</p>	<p>Virtual Head and members of the Trust have visited schools, attending SASH and Primary Heads meetings to share information. Virtual head invited to schools forum to discuss safeguarding in schools. Schools forum have allocated £100k for Virtual head post and</p>	Virtual school to work with schools / colleges to address issues of bullying and discrimination.

			Newsletters begin March 2016	£47k for safeguarding training. Plans being made to develop regular newsletter between Trust and schools.	
	Edge of Care Support				
OR 4	Review and develop targeted multi-agency edge of care support.	RK	31-03-16	An invest to save report has been completed and work will progress based on recommendations in the report and decisions of the Children's Trust Board.	
	CSE and Missing				
OR 16	Develop a clear multi- agency policy on the management of children who go missing from school, care or home.	RK	31/03/16	Policy and action plan regarding children missing from care, school or home has been completed and agreed by the LSCB. This has been published on the Tri.x website and shared with the Trust staff and all agencies. All children who go missing from care, home or school receive independent return home interviews. This includes children who are not open to the Trust. The Trust has been funding a post within Young Peoples service from October 2015 to enable this to happen. For looked after children placed out of Slough National Youth Advocacy Service (NYAS) complete independent return home interviews. Intelligence from all RHI's is shared at SEMRAC (Sexual Exploitation &	

				<p>Missing Risk Assessment Conference) panel and with Thames Valley Police.</p> <p>Development of multi agency CSE team for Slough has been agreed with joint funding between SBC and the Trust. The implementation of this project has now commenced.</p>	
OR 20	Implement the LAC Sufficiency Strategy	RK		<p>LAC Sufficiency strategy has been completed and published.</p> <p>Placement Panel meets on a weekly basis</p> <p>A new Commissioning unit is being scoped and will be established.</p> <p>The Head of Service is meeting with all 16+ supported accommodation providers regarding sufficiency for Care Leavers.</p> <p>A new multi agency Care Leavers panel commenced on 7th April 2016, to review and strengthen consistent support to our young people Leaving Care.</p>	Children and young people looked after are now tracked more effectively and decisions on placement moves are made in a regular planned forum.
OR 19 OR 12	Commission advocacy services and embed use of advocacy across the Trust	RK	March 2016	<p>A new contract has been awarded to NYAS to provide advocacy, Independent Visiting and return home interviews (see OR12 for additional information).</p> <p>A new contract has been awarded to NYAS to provide advocacy, Independent Visiting and return home interviews, commencing 1st April 2016.</p> <p>A draft contract has been completed with NYAS who will allocate;</p>	

				<ul style="list-style-type: none"> • All out of borough Return Home Interviews for missing looked after children. • Advocates and Independent Visitors • Support the gathering the voice of the child CICC with 4 consultation events per year. This will improve consultation with our children and young people. 	
	Fostering/ Sufficiency				
OR 18	Confirm transfer of commissioning resource from SBC to the SCS Trust	SBC		SEN Commissioner is in place. 2 nd Commissioning post to transfer to the Trust by the end of April 2016	
OR 18	Develop SCS Trust Commissioning strategy	TBA		<p>Fostering invest to save report has been completed and presented to SCS Trust Board.</p> <p>Fostering Network have been commissioned to provide support to foster carers, and strategic audit review of the service's current foster carer population, to run concurrently with the integration of The Mockingbird Family Model. The Mockingbird model is Peer mentor support delivered by Foster Carers for carers via a 'hub and spoke' model with one dedicated carer supporting 10 carer families.</p> <p>The Fostering Network's benchmark survey and focussed interviews with staff and existing foster carers will provide both a qualitative and quantitative 'health check' for</p>	

				<p>the service.</p> <p>Cornerstone has been commissioned to support recruitment of foster carers and achieve sufficiency requirements.</p>	
OR 20	Revise and implement the Staying Put Policy	RK		<p>This will be completed by May 15th and will be further enhanced by the operational progress via the Care leaver's panel commencing on 7th April 2016.</p>	<p>More young people will remain staying put in their foster placements from aged 18 to 21. This will enable young people to gain further skills and resilience with the support of their foster carers and better enabled to be successful in an independent placement.</p>
OR 10	Participation strategy to focus on increasing opportunities for active participation of children and young people, to include further development of the Voice of the Child and a Care Leavers Focus Group.	RK	30-04-16	<p>An action plan has been developed to support and improve the participation of young people looked after and care leavers.</p> <p>The Looked After Children's Pledge has been reviewed and a new Pledge completed by the CICC Reach Out Groups.</p> <p>The Reach Out Juniors group (aged 8-11 years) was established in December 2015.</p> <p>The new multi agency Care Leavers panel will assist to identify and establish the Care leavers group. This will be in place by end of May 2016.</p> <p>A Reach Out Speak Out Helpline has been launched week beginning 28 March which will provide an additional opportunity for young</p>	

			<p>people to raise any concerns. This helpline will operate during evenings and weekends too for children to talk about any concerns that they may have. This will provide valuable feedback on children and young peoples views about the quality of services they are receiving for example; how they feel about their placements or education.</p> <p>The recent Spring Activity day was well attended and the Trust has collated feedback from children about how they felt about the day and suggestions for future activity days. The Activity day was well supported by Councillors, with 3 Councillors attending and taking part in activities with children.</p> <p>An online consultation form has been completed for Looked After Children's reviews. This will assist children and young people to directly feedback their views to their Independent Reviewing Officer and improve participation.</p>	
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Ofsted Recommendations

1. In line with longstanding plans, develop and embed a genuinely multi-agency response to concerns about children. This should be rooted in clear and up-to-date threshold guidance rolled out across the partnership and regularly reviewed in conjunction with the LSCB.
2. Ensure that contingency arrangements and escalation processes are reviewed, monitored and understood at all levels of need and concern. This should include thresholds for step up and step down arrangements.
3. Ensure that all children and young people at risk of significant harm benefit from strategy discussions and meetings that meet minimum statutory requirements.
4. Improve the coordination and quality of support offered to children and young people on the edge of care and returning home from care.
5. Ensure that assessments, care plans and pathway plans for children looked after and care leavers are up to date, relevant to the individual child or young person and based on a thorough analysis of children and young people's needs and aspirations so that consequent action planning is effective.
6. Significantly improve the quality and regularity of contact with and support for care leavers, ensuring that managers oversee the frequency, quality and impact of contact effectively.
7. Ensure that staff have the knowledge and capacity to complete good-quality and timely life story work and letters for later life.
8. Through ambitious and innovative means, prioritise the establishment of a stable and skilled permanent workforce.
9. Evaluate the quality and effectiveness of early help processes and services to inform and improve future planning and service delivery.
10. Revise the corporate parenting strategy to ensure that it sets out a clear vision and process for improving outcomes for children looked after and care leavers.
11. Review the terms of reference of the corporate parenting panel to ensure that it includes wider partner representation and provides rigorous scrutiny and challenge.

12. Broaden the range of children and young people who participate in the CiCC and create a care leavers' focus group. Embed consultation processes systematically across the service.
13. Strengthen and monitor the effectiveness of the role of IROs in challenging and escalating concerns about children's plans.
14. Ensure that learning from complaints, audits and other sources is used effectively to influence service development.
15. With key partners, take decisive action to ensure that the local extent of child sexual exploitation is known and understood and that intelligence information is used proactively to inform risk management and disruption activities.
16. Be tenacious about ensuring that all children who go missing from home or care are offered a timely return home interview that properly explores and addresses risk and need.
17. Take urgent steps to ensure that all children who are identified as being at risk of going missing or being sexually exploited are subject to a risk assessment and are offered responsive and appropriate help.
18. Finalise, as a matter of urgency, which body is responsible for commissioning individual functions and services.
19. Ensure that children and young people have access to an advocacy service that enables the children and young people to express their views, particularly in important meetings about them.
20. Review the range and quality of accommodation for children looked after and care leavers, including staying put arrangements.
21. Improve the educational support provided to children looked after and strengthen significantly all services offered by the virtual school.
22. Review the effectiveness and organisation of support to care leavers.