## Spotlight Report (available as a separate document)

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| **Spotlight Report** |
| Date of Spotlight |  |
| Team*(if more than one team was considered within the same Spotlight please make this clear and record any differences in observations or gradings within the report)* |  |
| Spotlight Team Lead |  |
| Spotlight TeamMembers |  |
| **Section 1: Culture of the team** |
| General comments about the team’s culture: |
|  |
| Areas of strength in relation to the culture of the team: |
|  |
| Ways in which the Spotlight team felt the culture of the team could be developed: |
|  |
| Summary of evidence/ observations that informed the Spotlight team’s views about the culture of the team: |
|  |
| **Section 2: Quality of practice with Children/Young People/Families** |
| General observations about the quality of practice within the team: |
|  |
| Areas of strength in relation to the quality of practice in the team: |
|  |
| Ways in which the Spotlight team felt the quality of practice could be developed: |
|  |
| Summary of evidence/ observations (including electronic record numbers for files accessed) that informed the Spotlight team’s views about the quality of practice within the team: |
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| **Section 3: How the team quality assures their work and uses this learning to develop practice** |
| Summary of how the team quality assure their work and use learning to develop practice: |
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| Areas of strength in relation to QA and development of practice: |
|  |
| Ways in which the Spotlight team felt QA could be strengthened: |
|  |
| Summary of evidence/ observations that informed the Spotlight team’s views about QA within the team: |
|  |
| **Section 4: Management oversight, support and challenge** |
| General comments about the management oversight, support and challenge: |
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| Areas of strength in relation to the how managers support the team, provide challenge and ensure good outcomes for children: |
|  |
| Ways in which the Spotlight team felt management oversight could be strengthened: |
|  |
| Summary of evidence/ observations that informed the Spotlight team’s views about management oversight, support and challenge (including electronic record numbers if supervision records were accessed): |
|  |
| **Section 5: Systemic issues** |
| General comments about how systemic issues are affecting the team or children the team work with and any specific barriers that need to be overcome: |
|  |
| Areas of strength in relation to the how systemic issues are identified, responded to and overcome by the team: |
|  |
| Ways in which the Spotlight team felt the response to systemic issues could be strengthened: |
|  |
| Summary of evidence/ observations that informed the Spotlight team’s views about the impact of systemic issues: |
|  |
| **Section 6: Overall grading** |
| Outstanding ☐Good ☐Requires improvement ☐Inadequate ☐ |
| Main areas of progress since the last Spotlight: |
|  |
| What the team should focus on to improve this grading / sustain a positive grading: |
|  |
| Any barriers that may need to be addressed to enable the team to make progress: |
|  |
| Recommended action plan for improvement:*(Please ensure this plan is SMART)* |
| Action | Any support needed to achieve the action | Person responsible | By when |
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