## 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 Team  Members | |  | | |
| **Section 1: Culture of the team** | | | | |
| General comments about the team’s culture: | | | | |
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| Areas of strength in relation to the culture of the team: | | | | |
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| Ways in which the Spotlight team felt the culture of the team could be developed: | | | | |
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| Summary of evidence/ observations that informed the Spotlight team’s views about the culture of the team: | | | | |
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| **Section 2: Quality of practice with Children/Young People/Families** | | | | |
| General observations about the quality of practice within the team: | | | | |
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| Areas of strength in relation to the quality of practice in the team: | | | | |
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| Ways in which the Spotlight team felt the quality of practice could be developed: | | | | |
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| 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: | | | | |
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| Ways in which the Spotlight team felt QA could be strengthened: | | | | |
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| Summary of evidence/ observations that informed the Spotlight team’s views about QA within the team: | | | | |
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| **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: | | | | |
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| Ways in which the Spotlight team felt management oversight could be strengthened: | | | | |
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| 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): | | | | |
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| **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: | | | | |
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| Areas of strength in relation to the how systemic issues are identified, responded to and overcome by the team: | | | | |
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| Ways in which the Spotlight team felt the response to systemic issues could be strengthened: | | | | |
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| Summary of evidence/ observations that informed the Spotlight team’s views about the impact of systemic issues: | | | | |
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| **Section 6: Overall grading** | | | | |
| Outstanding ☐  Good ☐  Requires improvement ☐  Inadequate ☐ | | | | |
| Main areas of progress since the last Spotlight: | | | | |
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| What the team should focus on to improve this grading / sustain a positive grading: | | | | |
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| Any barriers that may need to be addressed to enable the team to make progress: | | | | |
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| 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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