# Children’s Support and Safeguarding Service

**AREAS FOR CONSIDERATION**

**(Please don’t feel limited by these, they are suggestions)**

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| Team |  | Date |  |
| Manager’s Name |  | | |
| Quality of practice (highlight areas of good practice and areas for development, from Practice Reviews, Team and dip audit findings, actions identified, consider identity and diversity, SEND) | | | |
| 1. Are levels of need being consistently applied across all your teams? How do you know? 2. Are children receiving the right help at the right time (allocation and transfers are timely)? 3. What assessment tools do staff in your teams routinely use, and how do they keep CYP at the centre of their thinking at all times? 4. What do you know about the quality of your family led safety planning for CYP? 5. What practice tools and techniques do your teams use to engage with families and do direct work? What difference does it make? 6. Are case summaries and chronologies up to date - do they give a clear commentary on why we are working with a family, what we are working towards and what the back-up plan is? 7. How do your teams connect and make relationships with children and their families? 8. Are non-resident parents consulted in assessments and plans? 9. Are CYP seen on their own? 10. How do you evaluate the impact of what you are doing for CYP? 11. Are practitioners clear about consent to information sharing? 12. Are transfers for children and endings being completed safely and effectively? 13. How are you working with your team to embed the Fundamentals? 14. Is the child’s lived experience evidenced in practice? 15. Is management oversight and supervision regular, evidences grip and focused on achieving best outcomes in a timely way? 16. Does permanence planning consider all of the options at the earliest opportunity and do parents understand all of the potential permanence options? 17. How are you using practice review/audit findings to improve the service provided to families? | | | |
| Key Performance Information (focus on trends, exceptions and proposed interventions) | | | |
| 1. What is the performance information telling you about practice in your area? 2. Contact and referral rates 3. Are all children allocated? (include figure) 4. Are all children being worked with actively? How do you know this? 5. Are key tasks being completed being in a timely way? 6. What are your re-referral rates? 7. Entry and exit to care numbers? 8. CPP – how many children are supported by CP plans and how long for, what are your re-planning rates? 9. CiC – Health assessments , dental checks , permanency planning 10. IRO / CP chairs – participation in meetings, escalations, timeliness of ICPCs – minutes distributions 11. Are CIN plans being created/are CIN reviews taking place? 12. Are home visits carried out within timeframe? 13. Pre – proceedings & care proceedings - start to complete? Outcomes? 14. Overall understanding of your service’s performance – how do you compare against your previous performance and the performance of others; what are your areas for improvement? 15. What oversight do you have of your vulnerable cohorts? 16. What monitoring of private fostering is in place? 17. What is in place for the LADO to ensure that our response to safeguarding is timely and rigorous? 18. Placement sufficiency | | | |
| Workforce (caseloads, starters, leavers, proportion of NQSWs, morale) | | | |
| 1. What are the average numbers of children on your teams and range – are these manageable? 2. Are training needs being identified and met? 3. How is supervision (personal) supporting well-being and CPD? 4. Is there a clear and meaningful management footprint eg. guiding and overseeing decision   making/following up on agreed actions in your teams?   1. How do managers/practice supervisors in your teams undertake observed practice and how often and what does this tell us? 2. How do your teams continuously learn and develop practice as a service (eg. from case reviews/research/courses/feedback and observation/knowing what type of issues families are dealing with in your service (eg. drugs/alcohol/mental health issues/domestic violence/exploitation) etc? 3. How are you assured that your workforce is supported around L and D and that staff feel safe? 4. What are levels of vacancies, sickness and disciplinary, starters and leavers and levels of agency staff? | | | |
| Learning from service user feedback (compliments and complaint, feedback from children and families and outcomes) | | | |
| 1. Do assessments come to coherent conclusions that everyone can easily understand? – have they been co-produced – are we involving children, families and partners in the assessment - what are you learning about our families ? 2. How do you make sure that CYP, their families and partner agencies are involved in creating plans (CIN, CP and CIC), and evaluating progress on the actions and outcomes? 3. How do you use learning from compliments and complaints (Stage 1/Stage 2)? Eg in team meetings? 4. Does your team routinely use advocacy services? Is it effective and how do we know? 5. How do your teams seek out and use service user feedback to change and improve? 6. Do you have examples of improvement in family functioning that have come about as a result of input from your teams? 7. What is your use of MOMO and other CYP focussed tools – how is this making a difference? 8. How do the CIC and Care Leavers Forum inform our practice development? | | | |
| Partnership working (what’s working well, areas of concern, resolving professional difficulties, complaints. Compliments, SEND) | | | |
| 1. What is currently working well with partners? 2. What are your areas of concern with any partners/partnership working and what have you done to address it? 3. Have you identified any best practice in other services? 4. How are you measuring good partnership practice? 5. What support do you need to further develop partnership working? | | | |
| Finance and budgets (projected overspends and mitigating actions) | | | |
| 1. What is the current state of your budget? 2. What are your mitigating actions for any overspend? 3. What is the current status of your MTFP savings work? 4. What support do you need to address any issues or risks? | | | |