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**Learning from Audits**

**6 Step Briefing**

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| **Title of audit - date completed** |
| **Supporting children in a timely way (drift)**  **Nov/Dec 2020** |

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| **Context / reason for audit** |
| **This audit is in line with our Improvement Plan and priorities for action** |

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| **Working well** |
| * **In this audit, the overall experience of 2 young people was considered good** * **Almost every child had a good genogram on their record – this is a significant improvement** * **Although only half of the children’s records looked at held an up-to-date chronology indicating further is improvement required; however, there is significant improvement from last month** * **The large majority of young people’s records saw evidence of multi-agency involvement in the work with the child and their family** * **Almost all of the audits were completed side-by-side and, for those which were not side-by-side, most saw consultation with the SW.** * **Improved outcomes were evidenced for children in the majority of cases** |

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| **Worries** |
| * **High caseloads are identified as a significant concern and this is seen to have a negative impact on the quality of our work** * **Formal supervision was not in line with policy in all but 3 of the records seen - in terms of quality and timeliness, or both** * **For 3 children, change of SW contributed to delays in plans progressing – high caseloads sometimes led to reallocation** * **A few children were not supported in a timely way and this had a negative impact on outcomes; caseloads seem to have an impact** * **In 3 children’s records, an absence of contact with father was of note; there was little evidence of a pro-active approach by SW’s to engage with father. We seem to place full responsibility for engagement with the father, rather than being pro-active in seeking this ourselves** |

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| **What needs to happen – agreed actions** |
| * **Continue the good work to ensure all children and young people’s records have an up-to-date chronology, in line with the Brilliant Basics Action Plan** * **Bring case supervision in line with NCT policy to ensure every child / young person’s record has an up-to-date supervision which is SoS compliant** * **Caseload levels need to be reviewed; there is a link to recruitment and retention** * **Recent “Undertaking High Quality Audits” training delivered on the Managers’ Development Programme to be made available to all managers to support confidence in “side-by-side” auditing** * **Thematic audit to explore our current position regarding work to engage fathers** |

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| **Good practice** |
| * **Three audits completed by managers were good and showed real practice improvement; this good practice will be highlighted and used to support the learning of colleagues who also complete audits** * **Lots more audits were completed side-by-side offering “real time” learning experiences to the SW and the auditor** |