



OFSTED LSCB Review: Barking & Dagenham

Areas for Improvement

B&DSCB Action Plan

BDSB action plan in response to Ofsted's Review of the LSCB (May 2014)

Area for Improvement (1): Ensure the LSCB Chair strengthens the coordination, focus and impact of the boards work in the Health and Wellbeing Board.

Action Description	Strategic Lead	Operational Lead	Timescale (By When)	Outcome	Progress and Evidence of Improvement	
1.1	Produce a Protocol outlining joint working between the Health and Wellbeing Board (HWBB) and LSCB and agree at LSCB and HWBB.	Sarah Baker	Meena Kishinani	Oct 2014	Both Boards will have an ongoing and direct relationship, communicating regularly. Chairs will work towards ensuring there is no duplication of work or strategic operational gaps in policies, protocols, services or practice.	<p>On track. A Protocol outlining joint working between the HWBB and the LSCB has been produced and is an agenda item at the HWBB on the 28th October 2104.</p> <p>The Chair of the LSCB and HWBB have set out formal reporting lines. Regular 1-1 meetings between both Chairs have been scheduled in for the year. Both Chairs will receive Board minutes. The LSCB is involved in the CYP, the JSNA and the HWBB strategy. The Chair of the LSCB will present the LSCB annual report to the HWBB in October.</p> <p>Relevant issues arising from LSCB meetings will be considered within the agenda setting process for the HWBB and vice versa.</p>

Area for Improvement (2): Undertake an evaluation of the full impact of training on the performance of practitioners to ensure it targets improvements in outcomes for children.

Action Description	Strategic Lead	Operational Lead	Timescale (By When)	Outcome	Progress and Evidence of Improvement	
2.1	Commission an evaluation of the long term impact of training on the performance of all practitioners across the partnership and the impact and quality of single agency training including the sustainability plan for the training programme. Implement findings.	Sarah Baker	Teresa DeVito Learning and Improvement Committee	Feb 2015	Multi agency learning opportunities are provided through a variety of forums. Practice and knowledge is improved as a result.	<p>On track. The London training evaluation process has been discussed at the Learning and Improvement Committee. The Learning and Improvement Committee has also set up a development day early November to pull together the training programme for the coming year. Key objectives and learning outcomes for each course will be established and an evaluation framework put in place to enable the LSCB to monitor long term impact of both single and multi agency training.</p> <p>Senior Managers Away Day planned for evaluation of long term impact of training February 2015.</p>

Area for Improvement (3): Sustain and extend the positive and constructive role of the practitioners forums in promoting multi-agency working through improving the attendance of social workers.

Action Description	Strategic Lead	Operational Lead	Timescale (By When)	Outcome	Progress and Evidence of Improvement	
3.1	Require a minimum attendance of social workers to attend 2 practitioner forums per year. Nominated SW's (2 from each team) to feed information in a 2 way communication loop.	Meena Kishinani Ann Graham	Teresa DeVito Learning and Improvement Committee	Ongoing	Increased attendance of social workers at the practitioner forums.	On track. Social Care Group Managers are in the process of identifying 2 social workers from each of their teams to attend the Practitioner Forum and this will be in place by the end of October 2014.
3.2	Monitor and report on attendance at Practitioner Forums by all agencies with a particular focus on SWs and report to Learning & Improvement Committee.	Meena Kishinani	Teresa DeVito Learning and Improvement Committee	Oct 2014 Quarterly	The Practitioner Forum is a responsive multi agency learning group that demonstrates practice and research is disseminated widely and positively informs practice.	In place. We have revised the attendance database of members and this is being monitored to capture non attendance from particular teams. Non-attendance from particular teams will be escalated to Senior Management in social care and at the Learning and Improvement Committee.
3.3	Ensure Practitioner Forums are a core agenda item at team meetings with messages from the Forums sent out to all practitioners through an e- newsletter.	Meena Kishinani	Teresa DeVito Learning and Improvement Committee	Oct 2014		On track. The Practitioner Forum has been widely advertised, including on Yammer and our internal Social Media site to ensure wide borough coverage. The LSCB action plan has also been shared with the Practitioner Forum, ensuring that the Forum is aware of the area for improvement and what the LSCB is doing to ensure improvement in the attendance of social workers.

Area for Improvement (4): Strengthen oversight of private fostering by the board, supporting efforts to ensure all such children are identified.

Action Description	Strategic Lead	Operational Lead	Timescale (By When)	Outcome	Progress and Evidence of Improvement	
4.1	LSCB to receive and review a Private Fostering report annually.	Sarah Baker	Meena Kishinani	Sep 2014	Increased oversight of Private Fostering including numbers by LSCB.	Completed. The Private Fostering annual report 2013/14 has been produced and presented to BDSB on the 25th September 2014. A presentation on private fostering was also provided to LSCB members to raise awareness of private fostering in the borough. This will feature as part of a LSCB Communications Strategy.
4.2	Continue to monitor Private Fostering numbers and other relevant data at PQA quarterly meetings.	Meena Kishinani	Vikki Rix	Sept 2014 Quarterly		Ongoing. Private fostering numbers and timeliness of assessments are reported quarterly via the PQA LSCB dataset and monthly on the Complex Needs & Social Care local dataset with benchmark data included. End of year 2013/14 numbers increased to 12 and at Q1 2014/15 increased to 14. Current numbers as at the end of September 2014 are 10 compared to 6 in September 2013. We remain in line with benchmark data.

Area for Improvement (5): Ensure the annual report and business plan are focused on understanding and addressing local needs and on evaluating progress made in achieving improved outcomes for children.

Action Description	Strategic Lead	Operational Lead	Timescale (By When)	Outcome	Progress and Evidence of Improvement	
5.1	Revise the LSCB Annual Report and ensure it provides a clear analysis and focus on local demographic and need and self assess progress made in improving outcomes for children.	Sarah Baker & PQA/L&I Committee	Meena Kishinani	Sep 2014	Outcome focused LSCB based on local need annual report and Business Plan.	Completed: LSCB Annual Report 2013/14 has been revised in the light of the area for improvement. The annual report includes an analysis of local needs and progress made against children's outcomes. The report was agreed by the Board on 25th September 2014. BDSB Annual Report and Business Plan to be published on the website at end of October 2014.
5.2	Revise the LSCB Business Plan with a clear analysis of how the Board has demonstrated the focus on local demographic and need and self assess progress made in improving outcomes for children.	Sarah Baker & PQA/L&I Committee	Meena Kishinani	Oct 2014		On track: The 2014/14 Business Plan is being reviewed in light of the LSCB new annual report and priorities set for 2014/15. This will be completed by the end of October 2014.