

BDSCB 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 - June 2015	Inspection Evidence	RAG Status
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>Completed. Protocol agreed and signed off at the Health and Wellbeing board on 28th October 2014. The Protocol has been uploaded on the LSCB website - http://www.bardag-lscb.co.uk/about/pages/home.aspx</p> <p>LSCB Chair sits on the HWBB as an adviser - good attendance at meetings and raises safeguarding issues at the Board e.g. in the last year, LSCB Chair questioned if schools and teachers were aware of NPS and stressed the need to ensure that that work would be undertaken in conjunction with the schools, young people's safety group, BAD Youth Forum and young people to raise awareness amongst young people to the dangers associated with NPS. DCS confirmed that PHSE in schools now included NPS to make sure that teachers and students are being informed.</p> <p>Independent Chair of Safeguarding Children Board, commented on the work that needed to be done to ensure that whether or not a young person is being looked after under the Children's Act does not impact disproportionately and how safeguarding issues, such as sexual exploitation are recognised and appropriate action taken.</p> <p>In relation to implementation of the Care Act, Sara Baker commented that there was not explicit information about transition care.</p>	Copy of Protocol Minutes of LSCB and HWBB meetings	

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 - June 2015	Inspection Evidence	RAG Status
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>Part Completed. The Annual Training Report to the LSCB has been produced and a revised training plan is being commissioned with a much reduced budget. Links have been made between performance data produced by statutory partners and training, as well as lessons from SCR's.</p> <p>All training is evaluated at the point of commissioning to ensure the content meets requirements of Working Together, SCR's etc and the specified learning outcomes. Each participant completes an evaluation form and a sample of these will be audited through a telephone conversation to assess how the participant has put into action learning from the course into practice.</p> <p>The training will use a mix of learning methods to a range of LSCB agencies. A single agency template has been sent out to LSCB partners for comment on their performance over the year, which includes an update on training. This will contribute to the evaluation of the effectiveness of the learning and improvement framework and how partners single agency training has improved practice and outcomes for children.</p>	LSCB report on the impact of multi-agency training - making a difference to practice LSCB Training Strategy 2015-16 LSCB options paper - proposal on future funding of Barking & Dagenham safeguarding children board training programme LSCB Training Directory 2015/16	

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 - June 2015	Inspection Evidence	RAG Status
3.1	Meena Kishinani Ann Graham	Teresa DeVito Learning and Improvement Committee	Ongoing	Increased attendance of social workers at the practitioner forums. The Practitioner Forum is a responsive multi agency learning group that demonstrates practice and research is disseminated widely and positively informs practice.	Completed. Social Care Group Managers have identified 2 social workers from each of their teams to attend the Practitioner Forum and this was implemented from October 2014. Monitoring will continue in line with action 3.2.	Practitioner Forum Attendance Database	
3.2	Meena Kishinani	Teresa DeVito Learning and Improvement Committee	Oct 2014 Quarterly		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. In the last 6 months, SWs have attended every forum meeting. See numbers below. The chair of the Practitioner Forum reports regularly to PQA. 24/10/14 – 24 Practitioners attended – 5 SW's 05/12/14 – 14 Practitioners attended – 2 SW's 16/01/15 – 19 Practitioners attended – 2 SW's 27/02/15 – 19 Practitioners attended – 5 SW's 10/04/15 – 14 Practitioners attended – 1 SW 22/05/15 – 7 Practitioners attended – 1 SW	Practitioner Forum Attendance Database LSCB PQA Practitioner Forum reports	
3.3	Meena Kishinani	Teresa DeVito Learning and Improvement Committee	Oct 2014		In place. 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. There is a Practitioner Forum 'portal' link on the LSCB website where learning is available. The LSCB send out e newsletters which include information and learning from the Practitioners Forum with the expectation that this is devolved to practitioners in each agency.	Practitioner Forum 'portal' link on the LSCB website http://www.bardag-lscb.co.uk/Pages/PractitionerForum.aspx LSCB newsletter	

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 - June 2015	Inspection Evidence	RAG Status	
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.	<p>Completed. LSCB now has increased oversight of private fostering. Private fostering annual reports are produced and presented to LSCB. The Private Fostering annual report 2013/14 was presented to BDSCB 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.</p> <p>2014/15 Private Fostering draft annual report has been produced and will be presented and signed off by LSCB in the summer of 2015.</p> <p>Private fostering numbers are routinely reported on at LSCB PQA committee.</p>	<p>Private Fostering annual reports</p> <p>Private Fostering Presentation to LSCB</p> <p>LSCB performance datasets and reports</p> <p>LSCB minutes</p>	
4.2	Continue to monitor Private Fostering numbers and other relevant data at PQA quarterly meetings.	Meena Kishinani	Vikki Rix	Sept 2014 Quarterly		<p>In place and 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.</p> <p>2014/15 performance: During the year 2014/15, the Fostering Team held in total 18 active private fostering cases. As at the end of March 2015, numbers slightly dropped to 10 active private fostering cases compared to 12 in 2013/14 but we remain in line with benchmark data. Barking and Dagenham LA received 26 notifications within 2014 -2015 and all but one initial visit was completed within timeframe of 7 days of notification (96%). One visit was out of timescale; the worker did visit within 7 days of notification, but the family was on holiday.</p> <p>The Department for Education's minimum requirement for 6 weekly statutory visits is set at 70%. In 2014/15, compliance with statutory visits every 6 weeks to private fostering arrangements was 100%, way above the DfE standard.</p>		

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 - June 2015	Inspection Evidence	RAG Status	
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.	<p>Completed: LSCB Annual Report 2013/14 was 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. The BDSCB Annual Report and Business Plan are published on LSCB website.</p> <p>2014/15 LSCB annual report is currently being drafted.</p>	<p>BDSCB annual report 2013/14</p> <p>BDSCB annual report 2014/15 once finalised (on website)</p> <p>Minutes of LSCB meeting - discussion and sign off</p>	
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		<p>In Process. A revised 3 year Business Plan is in draft with planned presentation to the LSCB in September 2015 for agreement and sign off.</p>	<p>BDSCB 3 year Business plan</p> <p>Minutes of LSCB meeting - discussion and sign off</p>	