

CIP 7. Keeping children safe - Milestones - Mairead MacNeil

Priority	Area for Development	Activity	Start Date	Current Completion Date	RAG as at Jan 10	Lead Person	General Comments
Original CIP 7 milestones still to be completed							
		Ranged sufficiency of care provision					
		Recruitment of diverse mix of foster carers to ensure there is a choice of quality placements to match the complexity and range of children's individual needs	Oct-09	Apr-10		Mary Brimson	To date this has been a very successful role out. However, it requires acceleration owing to increase of number of children coming into care. Success will achieve reduction in the need to purchase independent placements.
		Improving the Skill set of the Workforce					
		Permanently recruit to posts within the service, to ensure full establishment, and maximise social worker stability of case management	Apr-09	Apr-10		Caroline Kirsopp	Whilst this has been successful over the last 18 months, reducing the vacancy level from 30% to 7%, many recruited are newly qualified social workers and are unable to hold complex Child Protection work until they have sufficient experience and skills.
		Newly Qualified Social Workers continued professional development programme	Apr-09	Apr-11		Caroline Kirsopp	Pilot has now been completed for Year 1. This has been successful and process will become standard practice.
		Embed workforce development programme for all social care staff	Apr-09	Apr-11		Caroline Kirsopp	Considerable ongoing investment is required to ensure the children's workforce is fully trained and skilled to ensure the complexity of keeping children safe is understood and all appropriate actions are taken in a timely and proportional way.
		Range and sufficiency of Family Support					
		Integration of family support services in order to better match services to need	Sep-09	Apr-10		Nicky Scutt	Requires acceleration owing to increased number of children coming into care. Placements and assessments ensure children do not come into care whenever they can be safely supported within their own families.
Priority Actions from unannounced Ofsted Inspection							
		Child protection processes and procedures					
I and II		Secure funding for Carefirst improvement plan	Mar 09	Feb-10		Ian Gallin	Requires urgent approval by CMT/Cabinet
I and II	3 and 7	Reconfigure CareFirst to improve usability and stability	Mar-09	Apr-12		Karen Porte	This is a 3 yr investment plan
	3 and 4	Implementation of EDRMS	Dec-09	Mar-10		Ian Gallin	Requires funding approval and commitment of a number of resources working toward single case records
I and II	1, 2, 4 and 7	Reduce caseloads by service configuration	Oct-09	Jan-10		Joy Howick	Advice and Assessment service reduced to ensure only short term work allocated and case transfers to long term teams are effective and timely. Longer term work to be held in other services. Re-distribution of resource to ensure success of timely casework intervention, reduction of risk wherever possible or plan's for permanent alternative care where no other options are available.
I and II	1, 2, 3, 4, and 6	Improvements in timeliness and quality of casework management	Oct-09	Apr-10		Joy Howick	Investment in management development to ensure high quality trained, skilled managers and informed decision making to maximise the safety of children. Requires reduction of caseloads, held by individual social worker and a commitment by partner agencies to ensure CAF is embedded and appropriately used.
		Case Recording					
II	1, 2, 4 and 6	Ensure consistency and timeliness of Initial and Core Assessments	Sep-09	Apr-10		Joy Howick	Requires effective management information system and quality management oversight and authorisation of all cases with high quality and timely assessments.
	3, 4 and 5	Ensure Identity and diversity reflected in all Assessments and Care Plans	Oct-09	Apr-10		Joy Howick	Require supervision, quality awareness raising and training. Case Audits to quality assure.
		Management and Supervision					
I and II	1, 2, 3, 4, 6 and 7	Ensure first line managers provide high quality supervision on all cases in a timely way	Oct-09	Apr-10		Joy Howick	Investment in management development to ensure high quality skilled managers and informed decision making to maximise the safety of children. Audit compliance and quality.
I and II	4 and 7	Consistent use of Management Information Systems to quality assure practice	Apr-09	Apr-10		Joy Howick	Audit of frequency and quality of recorded supervision. Effective management information system required.
		Thresholds and workload					
I and II	7	Ongoing management of staff workloads to ensure service sustainability and staff wellbeing	Apr-09	Apr-10		Joy Howick	Management information system to monitor caseloads, transfers and case closures. Effective quality assurance systems to ensure quality interventions in timely way.
I and II		Commence consultation on CIN thresholds	Dec-09	Dec-09		Joy Howick	Consultation complete. Embedding changes with partners currently
I and II		Ensure ownership of CAF and CiN thresholds with schools and all partner agencies	Dec-09	Apr-10		Amanda Paddison	Consultation complete. Embedding changes with partners currently
I and II	1, 3, 4, 6 and 7	Embed consistent process for managing assessments, casework and transfers	Aug-09	Apr-10		Mary Brimson	Reliant on high quality management, skilled social workers and effective management information systems. Quality assured by audit systems
I and II	1, 2, 4 and 6	Improve management compliance on casework management and transfers	Apr-09	Apr-10		Karen Morris	Reliant on high quality management, skilled social workers and effective management information systems. Quality assured by audit systems
		CRB Checks					
III		Complete CRB checks on for all staff working in contact centre or who have access to child and family contacts or information	Mar-08	Jan-10		Adam Broome	Contact Centre completed. Other PCC staff with access to confidential records in process.
Prepare for announced inspection							
		Prepare plan for announced inspection	Dec-09	Jan-10		Mairead MacNeil	Bi weekly meetings to scrutinise progress. Multi Agency participation to ensure preparation complete.
I, II and III are Priority Actions from the Unannounced Inspection Nos. 1 - 7 are Areas for Development from the Unannounced Inspection							