
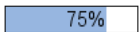

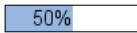
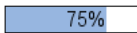
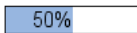
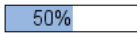

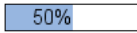


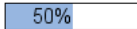
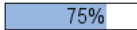

OUTSTANDING INSPECTION RECOMMENDATIONS

Inspection - Adoption Service (2011)					
Recommendation	Original Implementation Date	Percentage Complete	Comments November 2013	Update January 2014	Improvement / Action Plan References and Implementation Dates
Ensure the children's guide is appropriate to each child's understanding	31-Mar-2012	 90%	Guides have been completed and are expected to be published by 30 November 2013.	2 sets of guides have been drafted but the need to respond to further consultation and feedback mean the guides will not be available for use until 31/03/14.	Adoption Service Plan 31/03/14
Demonstrate effective procedures for monitoring and controlling the agency	31-Mar-2012	 75%	Procedures are in place. Reports will be produced on performance quarterly and annually.	Procedures are in place. Some high level Indicators are reported, however, performance reports not yet in place but will be produced by 31/01/14.	Adoption Service Plan 31/01/14
Ensure there is clear documentary evidence that feedback is sought from service users	31-Mar-2012	 90%	Written feedback is received as a matter of routine from all Social Workers and Adopters when they attend Adoption Panel. These records are held by the Adoption service and reported on annually. A wider consultation is to	Written feedback is received as a matter of routine from all Social Workers and Adopters when they attend Adoption Panel. These records are held by the Adoption service and reported on annually. A wider consultation is to be undertaken with regard to Adopters' experiences. A draft	Children's Services Improvement Plan - 1.6 "Voice of the Child" 30/05/14 Adoption Service Plan 31/01/14

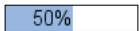

			<p>be undertaken with regard to Adopters' experiences. A draft consultation document has been completed, and this is to be forwarded to all adopters in January 2014.</p>	<p>consultation document has been completed, and this is to be forwarded to all adopters in January 2014.</p>	
<p>Ensure life story books and later in life letters are produced in a timely manner and are all in a format appropriate to each child's age and understanding.</p>	<p>31-Mar-2012</p>		<p>A Social Worker in training within the Adoption Service was tasked with researching this area of work and found only 10 of 21 adopters had received a Life story book, and 7 had received a 'Later in Life' letter.</p> <p>Consequently two training dates were provided to both Children's Social workers and the Fostering and adoption Social Workers. It is recognised the policy and procedure for timeliness need addressing, to improve both the level of scrutiny (quality) and ensure that the adopters are able to build on the Life story book by contributing to it from records made during introductions and the first days of placement.</p>	<p>New policies and procedures will be produced by 17/01/14. Training will be provided during February and March 2014. An Independent Reviewing Officer will ensure life story books are of suitable quality and provided within the appropriate timescales by 30th June 2014.</p>	<p>Adoption Service Plan</p> <p>30/06/14</p>

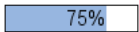

			Actions include Policy and procedures regarding timeliness to be agreed and implemented, and an ongoing Training Programme is to be agreed and implemented (end November 2013).		
Inspection - Fostering Service (2010)					
Recommendation	Original Implementation Date	Percentage Complete	Comments November 2013	Update January 2014	Improvement / Action Plan References
Improve preparation for independence of older Children in foster care and ensure Pathway plans are completed	31-Dec-2010	 75%	The 16+ service has implemented a system to monitor all discharges from care and has more capacity to improve the quality of work undertaken. Pathway plans are produced earlier, ensuring compliance with Transition regulations.	IT systems can now incorporate Pathway Plans and these are now being recorded on the system. Improvements have been made in completing Pathway Plans with approximately 80% now complete. Anticipated completion 31/3/14	16+ Service Plan 31/03/2014
Safeguarding & Looked After Children (2011)					
Recommendation	Original Implementation Date	Percentage Complete	Comments November 2013	Update January 2014	Improvement / Action Plan References
Ensure that the framework for the health and wellbeing of looked after children is	30-Jun-2011	 50%	Assessment process revised. Performance is improving but is still low.	Health assessment process revised and implemented, framework implemented and RDaSH increased capacity. Monthly Performance clinics	Children in Care Service Plan 31/03/15

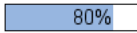
implemented without delay				attended by CiC lead Team Manager Performance improving but still low. Compliance is still being built upon and will continue to be through 2014/15.	
Ensure that all key decisions and actions are recorded on the child's electronic case record	31-Aug-2011		Staff have been trained and a QA process implemented. Checks indicate decisions are being recorded but consistency and quality need to be improved.	Decision recording improving but consistency and quality still needing improvement. Compliance is still being built upon and will continue to be through 2014/15.	All Service Plans 31/03/15
Implement management development opportunities for inexperienced operational managers.	31-Aug-2011		This action will be linked to the development of the national capability framework.	This action will be linked to the development of the national capability framework.	Children's Services Improvement Plan -3.1 & 3.4 Theme 3 "Stable and High Performing Workforce" 31/07/14
Improve completion rate of Common Assessment Frameworks (CAFs).	31-Aug-2011		CAF action plan in place and performance is improving	Performance evidenced via data collection appears poor, However a deeper analysis has revealed issues with the use of the CAF. There is an action plan in place with nominated leads and partners engaged with delivery. Issues re compliance will be raised with the DSCB. Agreement to employ 4 early help	Children's Services Improvement Plan -Strategic Direction 1.1 – Multi Agency Vision 1.3 – Strong and Effective DSCB & 2.1 Child and Family Journey Early Help 31/05/14

				coordinators. 1 Early Help Advisor is already in post in CMARAS. Priority of DSCB.	
Improve computer based systems to enable full understanding of cost and usage data.	30-Nov-2011		Phase 1 completed and Phase 2 underway.	Phase 2 will be implemented between January and March 2014 when further allowances etc will be paid through the system allowing a more effective understating and control of costs	Children's Information and Data Service Service Plan 31/03/14
Inspection of local authority arrangements for the protection of children (2012)					
Recommendation	Original Implementation Date	Percentage Complete	Comments November 2013	Update January 2014	Improvement / Action Plan References
Ensure children and young people are able to contribute effectively to their assessment and the care planning process	30-Nov-2012		In Progress. 50% of care plans audited in May 2013, one of the key issues identified was a lack of evidence of young persons' input & participation. A result of the audit, a best care plan guide, was subsequently distributed to all social workers. Follow up dip sample audit of 40-50 cases will evidence any improvements in social work practice. This activity is due by the end of November.	Recent audits indicate an improvement in social work practice with 82% on plan having the Young person views incorporated within them. There were issues regarding these plans not being reviewed within appropriate timescales	Children's Services Improvement Plan 1.6 – Voice of the Child 31/05/14
Ensure strategy meetings have a multi-agency focus	30-Nov-2012		Enquiries are carried out by qualified social workers and are overseen by Team	Results of multi agency audit positive. Review of daily report for	Children's Services Improvement Plan -Strategic Direction

<p>and input to enable all relevant information to be given full consideration in planning what action needs to be taken to safeguard children.</p>		<p>Managers and Advanced Practitioners as appropriate. There have been issues of inconsistency with regard to the membership / quality and content of strategy meetings & enquiries across the borough.</p> <p>An operational liaison group has been established in order to review existing minimum standards and working practice between the Police and Social Care. CYPS has recently undertaken a small sample audit in relation to practice. This will inform service action plans and the ongoing collation of thematic improvements required, based on overarching analysis of audit activity. A multi-agency audit is planned in order to provide for a consistent multi-agency understanding of the issues and agreed multi-agency plan of address.</p> <p>Expected implementation is</p>	<p>09/12/13 showed only 4 visits were out of date per out of approx . 480 cases Further work being carried out to develop multi agency focus at strategy meetings</p>	<p>1.3 – Strong and Effective DSCB</p> <p>31/05/14</p>
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<p>Ensure that all partners are engaging in providing a fully integrated early support service for children, young people and families that provides a consistent service and reduces the demand for statutory intervention.</p>	<p>30-Apr-2013</p>		<p>November 2013.</p> <p>Early Help is organised around our Children Centres, with a 0-19 service consisting of Council services delivering targeted support to children, young people and families. One Team Working is the integration of Health and IFSS. Initially piloted in the North Area.</p> <p>As part of the new Improvement plan supported by iMpower, Early Help is being revised with a new strategy that will coordinate and integrate IFSS, OTW and Vision for families. A steering group is established chaired by the new DCS</p>	<p>As part of the new Improvement plan supported by iMpower, Early Help is being revised with a new strategy that will coordinate and integrate IFSS, OTW and Vision for families. A steering group is established chaired by the new DCS</p>	<p>Children's Services Improvement Plan Theme 1 - Strategic Direction & Theme 2 – Child and Family Journey</p> <p>31/05/14</p>
<p>Lord Carlile (2013)</p>					
<p>Recommendation</p>	<p>Original Implementation Date</p>	<p>Percentage Complete</p>	<p>Comments November 2013</p>	<p>Update January 2014</p>	<p>Improvement / Action Plan References</p>
<p>The Career structure of social workers in Doncaster should encourage workforce stability</p>	<p>31-Dec-2012</p>		<p>New structures and HR procedures have been put in place to address the weaknesses identified. In recent months there has been some evidence of effective succession</p>	<p>Work continues to be carried out in this area.</p>	<p>Children's Services Improvement Plan Theme 3 – Stable and High Performing Workforce 3.3 Recruitment and</p>

			planning, with a number of Social Workers becoming able and confident to progress within the organisation.		Retention & 3.4 Workforce Development 31/07/14
Doncaster and all Local authority Children's Services should continue to develop the best possible triage arrangements.	31-Dec-2012	 75%	<p>A review has taken place and a revised duty system has been implemented from August 2013. Its impact and ability to manage volumes is being monitored closely with the start of the new academic year. Co-location now includes health professionals and education professionals.</p> <p>First contact and case management procedures have been improved. There are three dedicated professional telephone lines accessible and in place since April.</p>	Work continues to be carried out in this area.	Children's Services Improvement Plan 1.4 Clear and Effective Governance and Decision Making 28/02/14
Developing intelligent systems for dealing with casework	31-Dec-2012	 75%	Work has begun on adapting the current case management system to ensure integration of case management across early help and statutory services. Case allocations in place, QA is in place to consider	Work continues to be carried out in this area.	Children's Services Improvement Plan Theme 4 – Fit for Purpose Organisation 4.2 - Case Management System

			quality of practice and caseloads are manageable.		31/12/14
Unannounced Inspection of Contact, Referral & Assessments (2012)					
Recommendation	Original Implementation Date	Percentage Complete	Comments November 2013	Update January 2014	Improvement / Action Plan References
High reliance on Agency Staff in providing necessary social work capacity	30-Jun-2012	 80%	We have an active live recruitment process underway which unfortunately is still not predicted to give us the volume of permanent staff we will need. However a revised recruitment strategy which addresses both recruitment and retention financial packages should achieve more positive outcomes.	This is still outstanding as an action. We have an active live recruitment process underway which unfortunately is still not predicted to give us the volume of permanent staff we will need. However the revised recruitment strategy which addresses both recruitment and retention financial packages. On that basis we can now advertise this both internally and externally and should therefore be more positive.	Children's Services Improvement Plan Theme 3 – Stable and High Performing Workforce 3.3 Recruitment and Retention 30/04/14
Private Fostering Inspection (2008)					
Recommendation	Original Implementation Date	Percentage Complete	Comments November 2013	Update January 2014	Improvement / Action Plan References
Monitor the way in which functions are discharged in relation to privately fostered children (NMS 7.7, Regulation 12)	2009	N/A	N/A	An audit tool was created to allow this work to be monitored. Resources have now been allocated to complete this work by 31 st March 2014.	Fostering and Adoption Service Plan 31/03/14