

CHILDREN'S SERVICES IMPROVEMENT PLAN

INTRODUCTION

This revised Improvement Plan is intended to be a high level plan but with enough specificity for the absolute areas of focus for children's services and for partner agencies to be clear. The Plan builds on the previous Improvement Plan agreed by Cabinet in March 2013, and further strengthened by Malcolm Newsom following the LGA review of children's services in April 2013. It is intended to identify actions which will both contribute to keeping children safe in Doncaster but also to put in place activity which will raise aspirations and improve outcomes for all children and young people in the borough. Whilst much of the Plan aims to improve the quality and effectiveness of children's social care, this can only be achieved with contributions from across the Council and with our partner agencies.

Since July the new DCS and our improvement partner Impower have been considering how the plan needs to go forward taking account of work completed to date, and outstanding actions from Ofsted and the LGA review.

The refreshed plan is organised around 4 key themes:

1. Strategic direction

To establish an agreed Multi-Agency vision for children, young people and families, and an inspirational plan to improve outcomes for all children and young people particularly vulnerable young people, driven forward by an effective partnership.

2. Improving the Child and Family Journey

To ensure that children and their families receive the right support at the right time, and effective monitoring identifies shortfalls in practice and ensures they are addressed.

3. Stable and High Performing Workforce

To put in place a stable well-supported workforce that understands and delivers good practice and improved outcomes for children and young people.

4. Fit for Purpose Organisation

To ensure operational services provide value for money, taking account of the need to reduce costs and are effectively supported to maximise efficiency.

Each theme has a number of high level objectives which are aimed at improving multi-agency working and the quality of practice with the overall aim of improving outcomes for children and young people in Doncaster. Each outcome within the Plan will have a detailed project plan with specific milestones and identified leads for each action. Many of these plans are in place and being progressed with the help and support of Impower. This includes recruitment, development of early help, improving front line practice.

The Plan is being developed and implemented at a time of significant financial challenge for the Council and for children services. Within the Plan there are key areas of focus where financial savings will be achieved. This includes reduction in the number of children in care, reducing the number of agency staff and developing early help to reduce the pressure on social care. A detailed efficiency plan will be produced and sit alongside the Improvement Plan.

Monitoring of the delivery of the Plan will take place through monthly meetings within CYPS, the monthly Strategic Partnership Board and the contract monitoring meetings with Impower.