

# Children and Families Scrutiny Panel

Scrutiny Monitoring – 29 September 2022

| Date     | Title   | Action proposed   | Action Taken  | Progress Status |
|----------|---|---|---|-----------------|
| 21/07/22 | Early Help & Prevention (Children & Families First) | 1) That the Head of Quality Assurance provides the Panel with an overview of the audit activity relating to Early Help and Prevention Services. | <p>The service self-assessment (last updated and shared with Ofsted in May 2022) outlines the following findings from Early Help Audits:</p> <p><b>What is going well:</b></p> <ul style="list-style-type: none"> <li>• Effective multi-agency work completed by EH. TAFs have been inclusive of appropriate services.</li> <li>• Good engagement and trusting relationships have been observed between practitioners and families; this has supported the progression of plans.</li> <li>• Good identification of needs; families supported well and provided with meaningful/practical help that has impacted their day to day lives positively.</li> <li>• Some cases from thematic/Individual audits when moderated several months later (or a12m in some cases), had remained closed with no new issues arising.</li> <li>• Child centred approach observed, with attempts made to include the views of children/YP in the planning.</li> </ul> <p><b>Areas for improvement:</b></p> <ul style="list-style-type: none"> <li>• More concerted effort needs to be made to involve children consistently in TAFs, to capture their views during visits and to explore their lived experiences.</li> <li>• Joint visits with SW at point of handover should be embedded in practice to provide families with a smooth transition between teams.</li> <li>• There should be prompt escalation of cases to CSC where family engagement remains poor and where there is no evidence of meaningful change, but safety concerns linger for children.</li> </ul> | Complete        |

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|          |  |   | <ul style="list-style-type: none"> <li>Sometimes delay in escalation of cases is caused by resistance from statutory teams or MASH. In such instances, issues should be escalated to senior managers for prompt address.</li> </ul> <p>The improvement actions are set out in Appendix 2.</p>  |                                 |
|          |  | 2) That, reflecting recruitment challenges, the Panel are provided with details relating to vacancies across the Children and Families First Service and the actions being taken to fill these positions. | <p>Head of Service Update – September 2022:</p> <p><i>We have very few vacant posts and have an active selection process for the last two remaining posts for which we have had a positive response and confidently anticipate successful recruitment to these positions.</i></p> <p><i>We have full recruitment to all locality lead, practice co-ordinator, Social Work and Support Worker positions, 100% permanent staff and no agency use.</i></p> <p><i>We have successfully recruited to two of our clinical lead posts and have one remaining vacancy which we have adjusted to a clinical psychology post which is currently out to advert.</i></p> | Complete                        |
|          |  | 3) That, to enable success measures to be developed and reported, the performance of the Children and Families First Service is considered by the Panel at the January 2023 meeting.                      | A presentation will be delivered in January 2023. Preparation arrangements in place.   | Not complete – within timescale |
| 21/07/22 | Children and Learning Improvement Plan & Performance | 1) That the findings from the review of the functions and effectiveness of the Improvement Board is circulated to the Panel.  | Report attached as Appendix 3  | Complete                        |
|          |  | 2) That sickness absence data for Children's Services is circulated to the Panel.   | Report attached as Appendix 4  | Complete                        |
|          |  | 3) That performance information relating to the ongoing foster care recruitment activity is circulated to the Panel.  | Report attached as Appendix 5  | Complete                        |