

Improving Services for Children & Families

Summary Update

Planning for a Directorate wide phased socialisation of the refreshed Improvement Plan (Continuous Improvement Plan – CIP) and associated priorities, continues.

The Directorate is focussed on finalising the scheduling of the utilisation of supervision meetings, Team meetings, Heads of Service meetings, Leadership Team meetings, Leadership Forums,

and Directorate Communications to ensure that staff are supported and empowered to engage with and progress the plan.

The design of the CIP will strengthen individual and collective ownership of the Directorate’s continuous improvement workstreams and associated activity.

Progress was last reported to the Directorate Improving Services for Children and Families Board, 24th October 2024, and scheduled to be reported at the December 4th, Education, Children and Young People Overview and Scrutiny Committee.

Progress

Mapping of 2025 reporting timelines is underway. We are working closely with Corporate to ensure that moving forward we have sufficient time between each meeting within the reporting cycle.

This will help to facilitate robust meeting preparation and support timely bundle cascade allowing time for the bundle to be read and considered ahead of each meeting.

Planned Progress

Continued focus on recruitment, onboarding and induction of permanent staff. Permanency will help to facilitate stability across teams and future planning.

Improvement activity is systematic and the retention and continued roll out of the Directorates ways of working, is reliant on workforce stability. The next reporting period will continue to focus on the communicating and launching the plan.

IRP Theme

Category Delivering Good Services

Senior Accountable Officer Sue Harrison

Responsible Delivery Lead Fayth Skeete

Cabinet Member Cllr Mick Brown

Overall

Overall RAG



Sub RAGs

Milestones **G**

Risks **G**

Deps. **G**

Resources **G**

Issues **G**

Escalations



Route to Green

Route to green

Routes to green are centred on successful recruitment and the launch and implementation of the Continuous Improvement Plan, successful roll out and Directorate wide engagement.

Resources Update

Risks

| Programme Name | Risk Description | Impacts | Status | Score ↓ | Mitigation Summary | Residual Score |
|--|--|---|---|---------|---|----------------|
| Improving Services for Children & Families | There is a risk attached to the timeliness of the Children & Families redesign due to recruitment activities underway. | There will be potential delays to the administration of key Directorate functionalities |  | 4 | 31 Jul 2024 - - The Directorate has interim cover in place and where applicable approval for extensions. Interim contract durations allow for recruitment & onboarding of permanent post holders and robust handover activity to ensure seamless transition to permanency | 2 |
| Improving Services for Children & Families | Delays to the Directorate redesign/recruitment timeline will compromise the Directorate's ability to consistently discharge, test, monitor and provide assurances across Directorate statutory functions | Non - compliance |  | 4 | 17 Sep 2024 - - Interim post holders | 1 |







Issues

| Programme Name | Status | Issue Description and Impact | Target Resolution Date | Impact Classification ↓ | Action Summary |
|----------------|--------|------------------------------|------------------------|-------------------------|----------------|
| | | | | | |

Dependencies

| Description | Impact | Overall Score ↓ | Mitigations | RAG |
|--|--|-----------------|--|-----|
| Dependent on the output of enabling services | Would cause delay to recruitment timelines and onboarding therefore impacting the stability of the workforce | 4 | Interim Post holders in place Continuous discussions with enabling services | G |

Milestones

| Programme Name | Name | Status | Baseline Date | Forecast Date | RAG | Comment |
|--|--------------------|---|---------------|---------------|---|--|
| Improving Services for Children & Families | Deliver Priority B |  | 31/03/2025 | 31/03/2025 |  | Focus for Aug,Sep,Oct is discovery period to map out current op and strategic mtg arrangements to review and align Directorate wide governance and proposed outcomes. Schemes of delegation embedded and 'Ways of Working Framework' to launch by Nov 24. |
| Improving Services for Children & Families | Deliver Priority C |  | 31/03/2025 | 31/03/2025 |  | Socialisation of the CIP will facilitate a reintroduction to the principles of strength based, relational practice centred in high support high challenge methodology. Staff Reference Grp-ToR and forward plan to be revised to align with pipeline. |
| Improving Services for Children & Families | Deliver Priority D |  | 31/03/2025 | 31/03/2025 |  | Continue to secure arrangements positioned to mobilise the Directorates commitment to continuous improvement. Focus launching & embedding the new QA Framework. This has been designed to support and enable robust testing of all Directorate outputs. |
| Improving Services for Children & Families | Deliver Priority A |  | 31/03/2025 | 31/03/2025 |  | Ofsted/CQC Area SEND Inspection Prep is ongoing, whilst we are keen to raise the profile and engagement of prep activity, the overarching aim is to embed associated activities, Plans to draft our co-produced Participation Strategy are being worked up |

Completed Milestones

| Programme Name | Name | Status | Baseline Date | Forecast Date ↑ | RAG | Comment |
|--|---|--------|---------------|-----------------|-----|---------|
| Improving Services for Children & Families | Review & Refresh of the Improving Services Plan | C | 24/04/2024 | 24/04/2024 | C | |
| Improving Services for Children & Families | Improvement Board sign off of refreshed Plan | C | 26/08/2024 | 26/08/2024 | C | |
| Improving Services for Children & Families | Define Priority Improvement Projects | C | 26/08/2024 | 26/08/2024 | C | |