

# Improving Services for Children, Young People and Families Board (CYPIB)

CIP Update - October 24<sup>th</sup> , 2024

Next Delivery Board Date: December 10<sup>th</sup>, 2024





# Improving Services for Children, Young People and Families Board (CYPIB) Highlight Report

- Improving Services for Children, Young People and Families Improvement Recovery Plan (IRP) overall status is green – on track.
- The IRP Update Report was presented to the Education, Children and Young People Overview and Scrutiny Committee yesterday and the Directorates progress was noted.

## IRP Completed Milestones

- Develop SEND & AP Improvement Plan ~ **Plan ratified by SAPIB, published on the Local Offer website**
- Implement SEND improvement priorities as agreed in the SEND and AP Improvement Plan ~ **Monitored by the SAPIB**
- Monitoring of progress via SEND Improvement Board (SIB) ~ **Embedded process in place**
- DfE / NHSE stock take of Accelerated Progress Plan for SEND ~ **Completed, presented to July SAPIB**
- Review & Refresh of the Improving Services Plan ~ **The 34 projects and 230 actions were evaluated and profiled accordingly**
- Transfer of identified existing improvement activity into business as-usual arrangements ~ **Completed**
- Define Priority Improvement Areas ~ **4 Refreshed Priority areas**
- Improvement Board sign off refreshed Plan ~ **Complete**





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## IRP Next Steps

- IRP Milestones have now been updated to reflect the CIP 4 priority areas, future reporting will be against each priority and therefore align with the CYPIB reporting format.
- Continued focus on recruitment, onboarding and induction of permanent staff, permanency will help to facilitate stability across teams and future planning.
- The next reporting period will continue to focus on further communicating, launching and embedding the CIP.
- 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 ahead of each meeting.
- Circulate a copy of the CIP, O&S IRP Update Report and the draft refreshed CYPIB Terms of Reference for offline approval





# Improving Services for Children, Young People and Families Board (CYPIB) Highlight Report

<b>CIP Ref</b>	<b>CPRA</b>	<b>CIP Priority</b>	Embed a culture of continuous improvement across all Children and Young People's services with outcomes for Children and Young People at the heart of everything we do			<b>Overall RAG</b>	<b>This Month</b>	
<b>Programme Director</b>	Director of Commissioning and Performance		<b>Data as of:</b>	30 <sup>th</sup> September 2024			<b>Last Month</b>	
<b>Overall Summary/SRO Comments</b>			<b>Current Reportable Risks and Issues</b>			<b>Mitigations</b>		
<ul style="list-style-type: none"> <li>• <b>Directorate continues to secure arrangements positioned to mobilise the Directorates commitment to continuous improvement and proactive analysis.</b></li> <li>• <b>Focus for the next reporting period, launching and embedding the new Quality Assurance Framework. The framework has been designed to support and enable the robust testing of all Directorate outputs</b></li> <li>• Planning for Directorate wide phased socialisation of refreshed IP and associated priorities is underway. Utilising supervision, Team, HoS, meetings, Leadership Forum, and Directorate Comms to ensure staff are supported and empowered to engage.</li> <li>• Further workstreams have been plotted to encompass emerging priority areas.</li> <li>• The Directorate reporting/governance arrangements have been amended to ensure robust monitoring of the revised arrangements.</li> <li>• We continue to recruit to the permanent project managers and project support officer posts within our structure.</li> </ul>			<ul style="list-style-type: none"> <li>▪ 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</li> </ul>			<ul style="list-style-type: none"> <li>▪ The Directorate has interim cover in place and where applicable approval for extensions. Interim contract durations allow for recruitment &amp; onboarding of permanent post holders and robust handover activity to ensure seamless transition to permanency</li> </ul>		
<b>BRAG Scorecard This Month</b>			<b>Savings</b>	<b>Issues</b>	<b>Risks</b>	<b>Milestones</b>	<b>Resources</b>	<b>Dependencies</b>
			N/A					
<b>Route to   Amber   Green   Blue   Actions</b>								
<ul style="list-style-type: none"> <li>▪ Routes to green are centered on successful recruitment the launch and implementation of the Continuous Improvement Plan and successful roll out and Directorate wide engagement. Improvement activity is systematic and the retention and continued roll out of the Directorates ways of working, is reliant on workforce stability.</li> <li>▪ Project management activity schedule/forward planner secured</li> <li>▪ Scope and map further activities/workstreams</li> </ul>								
<b>Items for Decision / Resolution</b>								
N/A								



# Improving Services for Children, Young People and Families Board (CYPIB) Highlight Report

<b>CIP Ref</b>	<b>CPRB</b>	<b>CIP Priority</b>	Embed a culture of assurance and accountability			<b>Overall RAG</b>	<b>This Month</b>	
<b>Programme Director</b>	Director of Schools and Employability		<b>Data as of:</b>	30 <sup>th</sup> September 2024		<b>Overall RAG</b>	<b>Last Month</b>	
<b>Overall Summary/SRO Comments</b>			<b>Current Reportable Risks and Issues</b>			<b>Mitigations</b>		
<ul style="list-style-type: none"> <li>• <b>Focus for August, September, and October is the discovery period to map out current operational, strategic meetings and partnership arrangements to review and align Directorate wide governance, shared ambitions and proposed outcomes.</b></li> <li>• <b>Schemes of delegation embedded and 'Ways of Working Framework' to launch by November 24</b></li> <li>• Planning for Directorate wide phased socialisation of refreshed IP and associated priorities is underway. Utilising supervision, Team, HoS, meetings, Leadership Forum, and Directorate Comms to ensure staff are supported and empowered to engage.</li> <li>• Further workstreams have been plotted to encompass emerging priority areas.</li> <li>• The Directorate reporting/governance arrangements have been amended to ensure robust monitoring of the revised arrangements.</li> </ul>			<ul style="list-style-type: none"> <li>▪ 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</li> </ul>			<ul style="list-style-type: none"> <li>▪ The Directorate has interim cover in place and where applicable approval for extensions. Interim contract durations allow for recruitment &amp; onboarding of permanent post holders and robust handover activity to ensure seamless transition to permanency</li> </ul>		
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# Improving Services for Children, Young People and Families Board (CYPIB) Highlight Report

<b>CIP Ref</b>	<b>CPRC</b>	<b>CIP Priority</b>	Reinforce the Directorate's approach to cultivating a professionally curious, strength – based practice environment			<b>Overall RAG</b>	<b>This Month</b>	
<b>Programme Director</b>	Director of Thriving Children and Families		<b>Data as of:</b>	30 <sup>th</sup> September 2024		<b>Overall RAG</b>	<b>Last Month</b>	
<b>Overall Summary/SRO Comments</b>			<b>Current Reportable Risks and Issues</b>			<b>Mitigations</b>		
<ul style="list-style-type: none"> <li>• <b>Socialisation of the CIP will facilitate a reintroduction to the principles of strength based, relational practice centred in high support high challenge methodology.</b></li> <li>• <b>Processes will be reviewed to ensure that our ways of working support this priority.</b></li> <li>• <b>The Staff Reference Group (SRG) Terms of Reference and forward plan to be revised to ensure plotted activity and priorities align with the Directorates pipeline of work-better coordinate the work of the group</b></li> <li>• Planning for Directorate wide phased socialisation of refreshed IP and associated priorities is underway. Utilising supervision, Team, HoS, meetings, Leadership Forum, and Directorate Comms to ensure staff are supported and empowered to engage.</li> <li>• Further workstreams have been plotted to encompass emerging priority areas.</li> <li>• The Directorate reporting/governance arrangements have been amended to ensure robust monitoring of the revised arrangements.</li> </ul>			<ul style="list-style-type: none"> <li>▪ 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</li> </ul>			<ul style="list-style-type: none"> <li>▪ The Directorate has interim cover in place and where applicable approval for extensions. Interim contract durations allow for recruitment &amp; onboarding of permanent post holders and robust handover activity to ensure seamless transition to permanency</li> </ul>		
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<b>CIP Ref</b>	<b>CPRD</b>	<b>CIP Priority</b>	Ensure services are credible, compliant and collaborative			<b>Overall RAG</b>	<b>This Month</b>	
<b>Programme Director</b>	Director of SEND and Inclusion		<b>Data as of:</b>	30 <sup>th</sup> September 2024		<b>Overall RAG</b>	<b>Last Month</b>	
<b>Overall Summary/SRO Comments</b>			<b>Current Reportable Risks and Issues</b>			<b>Mitigations</b>		
<ul style="list-style-type: none"> <li>• <b>Ofsted/CQC Area SEND Inspection Preparation is ongoing, recognising that whilst we are keen to raise the profile and engagement of prep activity, the overarching aim is to systematically embed associated activities, for example, Multi Agency Audits and service and partnership communication and engagement</b></li> <li>• <b>Discussions to plan and progress the drafting of our Participation Strategy are underway, this will be a co-produced strategy</b></li> <li>• Planning for Directorate wide phased socialisation of refreshed IP and associated priorities is underway. Utilising supervision, Team, HoS, meetings, Leadership Forum, and Directorate Comms to ensure staff are supported and empowered to engage.</li> <li>• Further workstreams have been plotted to encompass emerging priority areas.</li> <li>• The Directorate reporting/governance arrangements have been amended to ensure robust monitoring of the revised arrangements.</li> </ul>			<ul style="list-style-type: none"> <li>▪ 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</li> </ul>			<ul style="list-style-type: none"> <li>▪ The Directorate has interim cover in place and where applicable approval for extensions. Interim contract durations allow for recruitment &amp; onboarding of permanent post holders and robust handover activity to ensure seamless transition to permanency</li> </ul>		
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